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DEPUTY CHIEF OF STAFF FOR PERSONNEL (ARMY) WASHINGTON DC F/O S/O
EQUAL OPPORTUNITY: FOURTH ANNUAL ASSESSMENT OF MILITARY PROGRAM--ETC(U)
MAY 80

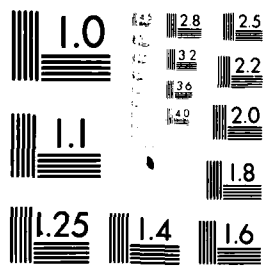
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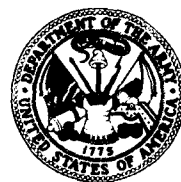
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EQUAL OPPORTUNITY

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FOURTH ANNUAL ASSESSMENT OF MILITARY PROGRAMS

Department of the Army
Office of the Deputy Chief
of Staff for Personnel
The Pentagon Washington, D.C.
May 1980

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DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, D.C. 20310

REPLY TO
ATTENTION OF

DAPE-HRR

28 JAN 1981

SUBJECT: Fourth Annual Assessment of the Army's Equal Opportunity Program
(Military)

DISTRIBUTION

1. Attached for your information is the Fourth Annual Assessment of the Army's Equal Opportunity Program for FY 79.
2. I encourage each commander to use this report as a basis for continuing emphasis on affirmative action initiatives.
3. The Army's leadership must remain sensitive to the status of ongoing programs in aggressively pursuing the objectives of equal opportunity. The attached report establishes a framework for each command's self-appraisal.
4. As indicated in the report, the Army has achieved a positive environment for equal opportunity. The achievements attained through this program require continued personal dedication and commitment of purpose throughout the Army community.
5. Questions concerning the contents of this report should be addressed to the Director of Human Resources Development. ATTN: HQDA (DAPE-HRR), Washington, DC 20310.

FOR THE DEPUTY CHIEF OF STAFF FOR PERSONNEL:

1 Incl
as stated

Mary E. Clarke
MARY E. CLARKE
Major General, GS
Director of Human Resources
Development

DISTRIBUTION:

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EXECUTIVE SUMMARY

I. General.

A. In October 1978 the Chief of Staff and Secretary of the Army approved the revised Department of the Army (DA) Affirmative Actions Plan (AAP). The revision intensifies AAP management by directing more command attention and unit involvement. Affirmative action plans have proven to be effective management tools for identifying and eliminating institutional discrimination but their ultimate success depends on the commitment, understanding, and imagination of managers and commanders. Information from the field continues to underscore the fact that an effective EO program is a reflection of direct and continuous involvement by commanders and key managers at all levels.

B. This assessment provides a status of affirmative actions as established in the 1978 Headquarters, Department of the Army (HQDA), Affirmative Actions Plan (AAP). Unless otherwise indicated, data provided are based on FY 79 year end profiles.

II. Minority Composition;

A. Active Army Component.

1. Officers. At the end of FY 79, commissioned officers totaled 84,364. Of this total, Black officers comprised 6.9 percent (5,814); Hispanic officers 1.0 percent (826); American Indian/Alaskan Native 0.2 percent (196); Asian/Pacific Islander 0.8 percent (658); and women 8.0 percent (6,775).

2. Enlisted. At the end of FY 79, enlisted soldiers totaled 657,184. Of that total, Black soldiers comprised 32.0 percent (210,554); Hispanic soldiers 4.2 percent (27,380); American Indian/Alaskan Native 0.4 percent (2,642); Asian/Pacific Islander 1.1 percent (6,952); and women 8.3 percent (54,818).

B. Army National Guard Component.

1. Officers. At the end of FY 79, minority officer content consisted of 3.4 percent (1,215) Black; 3.0 percent (1,074) Hispanic; 1.1 percent (390) Asian and Native American; and 2.9 percent (1,039) women.

2. Enlisted. At the end of FY 79, minority enlisted content consisted of 18.5 percent (57,400) Black; 7.8 percent (23,994) Hispanic; 1.5 percent (4,506) Asian and Native American; and 4.4 percent (13,495) women.

C. US Army Reserve Component.

1. Officers. At the end of FY 79, minority officer content consisted of 5.3 percent (1,899) Black; 1.2 percent (443) Hispanic; 1.0 percent (361) Asian and Native American; and 9.1 percent (3,255) women.

2. Enlisted. At the end of FY 79, minority enlisted content consisted of 27.4 percent (42,278) Black; 4.6 percent (7,154) Hispanic; 1.0 percent (1,581) Asian and Native American; and 13.1 percent (20,263) women.

D. Comparative Analysis. Categorically, all components registered content increases when compared to FY 78 year end strength levels.

III. Minority Representation Within Career Fields;

A. The Army strives to maintain a proportional representation of minorities throughout all career fields. This effort is constrained by the fact that the opportunity to serve in any given career field is dependent upon Army requirements, individual qualifications and personal preferences. Consequently, a truly balanced representation may not always occur.

B. The affirmative action milestone is to identify officer specialties and enlisted career management fields which have a low representation of minorities and women.

C. Officer Representation:

1. Black officer representation is low in the OPMS fields of aviation, comptroller, foreign area officer, operation research/systems analysis, and research and development. Content is also low when compared to goals, in the Army Medical Specialist Corps and in the Chaplains Branch.

2. Hispanic officer representation is generally, based on density, low across all career fields but fairly well balanced.

3. Asian and Native American representation is fairly well balanced across all career fields.

4. Women officer representation, excluding the combat arms field, is generally low in the fields of aviation, atomic energy, operations and force development and maintenance management.

D. Enlisted Representation.

1. Black enlisted representation, when considering career management fields with a density in excess of 6,000 soldiers, is lowest in aviation maintenance, recruitment and retention, law enforcement, military intelligence and EW/cryptologic operations.

2. Ethnic minority soldiers are generally well represented across all career management fields.

3. Women are generally underrepresented (excluding the combat arms field) in the career management fields of maintenance, general engineering and recruitment and retention.

IV. Commissioning Programs,

A. Affirmative action goals in this area are designed to increase the enrollment of minorities and women in officer commissioning programs and to increase the distribution of scholarships to minorities and women.

B. USMA surpassed all of its goal objectives, except for Blacks, which was 0.9 percent short.

C. USMAPS exceeded all of its goal objectives, except for the Asian and Native American category, which was 0.1 percent short.

D. ROTC attained or surpassed all of its goal objectives, except for the Asian and Native American Category, which was 0.4 percent short.

E. OCS attained or surpassed all of its goal objectives, except for ethnic minorities, which was 1.9 percent short.

F. All goals for ROTC scholarships were exceeded, except for Blacks which was 0.8 percent short. Even though this shortfall existed, substantial progress has been made as indicated by the fact that 4-year scholarships granted Blacks for the current school year rose 8.6 percent above last year's level.

V. Career Development,

A. Affirmative action goals for career development are intended to provide equal opportunity for minorities and women in promotions, schooling, command selection and assignments.

B. Promotions.

1. Commissioned officer promotion board results during FY 79 generally portrayed a lower selection rate for minorities and a higher selection rate for women when compared to overall averages.

2. All senior enlisted promotion board results were favorable for minorities and women except for the Black selections on this year's E-7 board. Indications are that the lower MOS/SQT test scores received by Blacks considered on this board may have been a contributing factor.

C. Command Selections.

1. Officer selection rates for minorities and women were favorable for this year's O5 and O6 command selections.

2. Command sergeant major selection rates for minorities and women were favorable this year.

D. Professional Schooling.

1. All AAP goals for minority and women selection to attend Command and General Staff College, Senior Service College, and the Warrant Officer Senior Course were achieved or surpassed this year.

2. AAP goals for minority and women selection to attend the Sergeants Major Academy and Advanced NCOES were attained this year, except for Black selections for Advanced NCOES which fell 3.9 percent short.

VI. Separations, Confinements, and Serious Crimes;

A. Separations. During FY 79, Black soldiers were overrepresented in punitive and administrative discharges and underrepresented in honorable discharges.

B. Confinements. Black soldiers continue to be overrepresented at Army confinement facilities.

C. Serious Crimes. Black soldiers were overrepresented in this area, especially in crimes of violence and crimes against property categories.

VII. Selected Observations of the Racial Climate and Information Dissemination,

A. The number of serious incident reports with racial root causes reported to HQDA during FY 79 was 11, which was the same as in FY 78.

B. There were a total of 208 allegations of discrimination based on race, national origin, or sex processed by the DA Inspector General during FY 79. Seven of these complaints were substantiated (3.4 percent). Overall, discrimination complaints continue to decrease and only represent 8.1 percent of the total number of complaints processed by the DA Inspector General this year.

C. Survey Data.

1. Generally, officers do not perceive race problems to be a major problem in their units, and feel that EO is making good progress.

2. The majority of enlisted soldiers rank race problems among the last in relation to other personnel problems.

3. Less than one-half of the surveyed enlisted soldiers felt that military justice was administered fairly in their units.

D. Information dissemination continues to receive increased emphasis as numerous stories were published to enhance awareness and recruitment.

VIII. Major Army Commands,

A. Generally, all major commands receive an equitable distribution of minorities and women. The only major exceptions exist in the relatively smaller commands such as USMA, INSCOM, COE, and USACIDC.

B. Throughout FY 79, in addition to fulfilling AAP goals, MACOM conducted or sponsored numerous functions which enhanced equal opportunity and promoted better relationships among individuals and groups.

CHAPTER 1

INTRODUCTION

I. General. The Fourth Annual Assessment of the Army's equal opportunity (EO) program assesses progress during the period 1 October 1978 through 30 September 1979 (FY 79). Where appropriate, data from previous years have been included to illustrate trends. This assessment represents the initial report under the October 1978 Department of the Army Affirmative Actions Plan (DA AAP).

II. The Department of the Army Affirmative Actions Plan (DA Pamphlet 600-26). On 18 October 1978, the Chief of Staff, Army, and the Secretary of the Army approved the DA AAP. Key features of the plan include:

A. Involvement of Major Army Commands (MACOMs). The intent is to link DA staff affirmative action management efforts with selected management efforts in MACOMs.

B. Updated Goals. Goals have been updated by DA functional managers to reflect more realistic considerations of the pertinent variables which influence goal outcome. The responsibilities for these goals are assigned to specific DA staff agency managers and commanders and are quantified wherever possible. Milestone schedules outline the time frames for accomplishment and reporting requirements.

C. Expanded Coverage of Ethnic Minorities and Women. New goals in the revised plan extend coverage to ethnic minorities and women in all key affirmative action functional areas.

D. Command Involvement. More emphasis is placed on the involvement of commanders and appropriate staff functional managers in goal development and implementation. The plan emphasizes that the responsibility for AAP goals rests with the commander or staff agency manager who has the resources and authority to influence goal outcome. AAPs are only management tools; and their effectiveness depends on the managers and commanders who are charged with responsibilities for implementation. Goal ownership and accountability are fundamental elements of overall plan effectiveness.

III. Revision of the DA AAP.

A. The current DA AAP is designed with milestones and goals for a 3-year period of time (FY 79-81).

B. During the first quarter of FY 81, HQDA will commence the staffing of a revised DA AAP to focus on milestones and goals for FY 82 through FY 84. The Army staff and MACOMs will participate in its development and publication.

IV. Racial and Ethnic Designations.

A. Racial Categories. The Army has four racial designators: Caucasian, Negro, Other, and Unknown. "Other" includes soldiers primarily of Asian,

American Indian, and Alaskan Native extraction. The racial category "Unknown" includes soldiers who do not identify their racial heritage as White, Black, or Other, or who have neglected to make an entry on their personnel records.

B. Ethnic Categories. In addition to racial background, soldiers identify their ethnic heritage. Ethnic group designators include: Mexican-American, Puerto Rican, Cuban-American, Spanish descent, American Indian, Filipino, Chinese, Japanese, Korean, Asian-American, Eskimo, Aleut, Other, and Unknown.

C. AAP Reporting.

1. For FY 79 reporting, proponents were to monitor and provide achievements and/or shortfall using the categories Black, Hispanic, Asian and Native American, and Women. As their population in the Army is relatively small, soldiers of Asian and Native American heritage were combined in one category which assisted managers in establishing reasonable AAP milestones. In keeping with preferred usage, the terms White and Black have been used throughout this assessment rather than Caucasian and Negro. The term Hispanic includes the ethnic categories Mexican-American, Puerto Rican, Cuban-American, and Spanish descent. The guidance and methodology for using these groupings were provided DA proponents and major Army commands in October 1978 with the publication of DA Pamphlet 600-26, The DA AAP.

2. Effective 1 January 1980, by Department of Commerce and DOD direction, additional race and ethnic categories were established for use by Federal agencies in the display of data on race and ethnicity. These new categories were included in Change 1 to DA Pamphlet 600-26, dated 15 October 1979, and will be included in a forthcoming change to AR 18-12-4 and a revision to AR 680-29. The combination of the revised race and ethnic categories resulted in the following DOD standardized categories which are to be used for FY 80 AAP milestones and the display of race/ethnic statistics throughout the Army:

- a. American Indian/Alaskan Native.
- b. Asian/Pacific Islander.
- c. Black, not of Hispanic origin.
- d. White, not of Hispanic origin.
- e. Hispanic.
- f. Other/Unknown.

3. As a result of this changing guidance, AAP statistical gathering and management information systems in the Army are presently in varying stages of transition to the broadened ethnic categorizations. This problem is reflected in this assessment with occasional statistical information which has not been converted to the new format.

4. Although the US Army Military Personnel Center (MILPERCEN) has effectively reduced the number of racial and ethnic "Unknowns" in the data base by more than 50 percent since September 1976, there were still over 14,000 Unknowns remaining at the end of FY 79 (Appendix 1). Actions by MILPERCEN, in conjunction with the implementation of the new race and ethnic group codes, should further reduce the number during FY 80. As an adjunct to these efforts, HQDA initiated articles in the Army Personnel Letter and Soldiers magazine during FY 79 which emphasized to soldiers the importance of correctly annotating both racial and ethnic heritage on official personnel records.

V. Fourth Annual Assessment Unique Factors. Included in the Fourth Annual Assessment are some items in the form of data, categorization, and added topics which differ in context from past assessments. The significant changes contained in this annual assessment include the following items:

A. School year (SY) periods have been used to report information which is related to school enrollment and graduation time frames.

B. Chapters within this year's assessment, to include subcomponents, have been rearranged in content and format to facilitate structuring, consistency, and content flow.

C. Some DA AAP goals and objectives have been revised and included in this assessment.

D. A separate chapter has been added that provides highlights of selected MACOM data reported to Department of the Army.

CHAPTER 2

MINORITY COMPOSITION

I. General. The AAP tasks Army managers to determine and report the minority composition of the Army by grade each year. Reporting accuracy is dependent upon soldiers selecting and entering on official personnel records the racial and ethnic designators which best reflect their heritage.

II. Active Army Component.

A. Blacks in the Active Army. The number of Blacks in the Army has increased steadily since FY 76 as Table 1 illustrates. Black officers managed by the Officer Personnel Management Directorate (OPMD) comprise 7.0 percent of all OPMD officers, while the overall Black officer content for FY 79 is 6.9 percent.^{1/} The Black enlisted content has increased during FY 79 to 32.0 percent.

TABLE 1

Blacks in the Active Army

	<u>Officer (%)</u>	<u>Warrant Officer (%)</u>	<u>Enlisted (%)</u>
FY 76	4,476 (5.2)	609 (4.8)	160,303 (23.7)
FY 77	5,201 (6.1)	770 (5.9)	179,715 (26.4)
FY 78	5,445 (6.4)	784 (5.9)	195,449 (29.2)
FY 79*	5,814 (6.9)	767 (5.9)	210,554 (32.0)

*Black, not of Hispanic origin.

SOURCES: DCSPER 338 and 441

The increasing Black enlisted representation is reflective of the combined influences of Black non-prior service accessions, reenlistment rates, and the wide unemployment differential between White and Black youth of military age. Appendix 1 displays minority data by grade for FY 79.

1. Black non-prior service accessions are reflected in Table 2.

^{1/} OPMD officers include all officers except those managed by the Army Medical Department, the Chaplains Branch, and The Judge Advocate General Corps.

TABLE 2

Black Non-Prior Service (NPS) Accessions

<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
24.4%	29.4%	34.3%	36.8%

SOURCE: ODMPM, ODCSPER

2. As Table 3 depicts, both first term and career reenlistment rates for White soldiers remain below the rates for Black soldiers.

TABLE 3

First Term and Career Reenlistment Rates
(Percent of Eligibles)

	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>
First Term RA				
Black	42.2	47.8	47.5	53.7
White	29.3	29.5	27.8	33.5
Career				
Black	82.0	79.7	78.0	74.9
White	69.1	65.7	63.4	59.6

SOURCE: ODMPM, ODCSPER

3. A possible factor influencing the trend of increasing Black accessions and reenlistment rates has been the particularly high unemployment rates in the private sector for Black youth as reflected in Table 4 below.

TABLE 4

Unemployment Rates for 18-19 Year Olds*

	<u>Black</u>		<u>White</u>	
	<u>Male</u>	<u>Overall</u>	<u>Male</u>	<u>Overall</u>
September 1976	41.6	41.2	14.3	15.5
1977	35.0	40.1	13.7	14.9
1978	34.1	35.0	10.0	12.5
1979	31.0	37.1	15.1	14.0

*Not seasonally adjusted.

SOURCE: US Department of Labor, Bureau of Labor Statistics

4. The proportion of high school diploma graduate (HSDG) Black accessions to total Black accessions is larger than the proportion of high school diploma graduate White accessions to total White accessions as illustrated in Table 5.

TABLE 5

Proportion of HSDGs to Total Accessions by Race
(Non-Prior Service Males)

	<u>% Black</u>	<u>% White</u>	<u>% Racial Other</u>
FY 77	64.6	52.4	55.2
FY 78	76.9	66.1	70.1
FY 79	65.3	55.0	52.0

SOURCE: ODMPM, ODCSPER

B. Ethnic Minorities in the Active Army. Table 6 depicts the ethnic minority profile in the active Army. Hispanics represent the single largest ethnic minority group and total over 28,000. Asian and Native American minorities represent the smallest minority grouping and total slightly over 10,500. Appendix 1 portrays minority data by grade for FY 79.

TABLE 6

Ethnic Minorities in the Active Army

	<u>Officer (%)</u>	<u>Warrant Officer (%)</u>	<u>Enlisted (%)</u>
<u>FY 76</u>			
Hispanic	868 (1.0)	117 (0.9)	23,964 (3.5)
Asian and Native American	812 (0.9)	107 (0.8)	9,806 (1.4)
<u>FY 77</u>			
Hispanic	792 (0.9)	122 (0.9)	24,824 (3.7)
Asian and Native American	882 (1.1)	109 (0.8)	9,676 (1.4)
<u>FY 78</u>			
Hispanic	785 (0.9)	134 (1.0)	26,011 (3.9)
Asian and Native American	803 (1.0)	100 (0.8)	9,584 (1.9)
<u>FY 79</u>			
Hispanic	826 (1.0)	144 (1.1)	27,380 (4.2)
Asian and Native American	854 (1.0)	113 (0.9)	9,594 (1.5)

SOURCE: DCSPER 441

C. Women in the Active Army. The number of women in the active Army continues to increase as Table 7 illustrates. The most significant increases have been in the number of OPMD women officers and the number of enlisted women. Appendix 2 contains a breakout of women in the Army by grade for FY 79.

TABLE 7

Women in the Active Army

	<u>Officer</u>		<u>Total</u>		<u>Warrant</u>		<u>Enlisted</u>	
	<u>OPMD</u>	<u>Other^{1/}</u>	<u>Officer</u>	<u>(%)</u>	<u>Officer</u>	<u>(%)</u>		<u>(%)</u>
FY 76	1,727	3,088	4,815	(5.6)	29	(0.2)	43,806	(6.5)
FY 77	2,348	3,303	5,651	(6.7)	45	(0.3)	46,094	(6.8)
FY 78	2,566	3,658	6,224	(7.4)	68	(0.5)	50,292	(7.5)
FY 79	2,946	3,829	6,775	(8.0)	91	(0.7)	54,818	(8.3)

SOURCE: DCSPER 46

^{1/} Officers managed by the Army Medical Department, Chaplains Branch, and Judge Advocate General Corps

III. Army National Guard (ARNG) Component.

A. Blacks in the ARNG. There has been a continual increase in the number of Black officers in the ARNG during the past four fiscal years. These increases are attributable to the MORE (Minority Officer Recruiting Effort) Program; an intensive affirmative action initiative, approved by the Chief of the National Guard Bureau and distributed to the states during early FY 78. (See discussion in Chapter 4.) Table 8 shows the changes in the ARNG Black profile since FY 76.

TABLE 8

Blacks in the ARNG

	<u>Officer</u>		<u>Enlisted</u>	
		<u>(%)*</u>		<u>(%)</u>
FY 76	717	(2.1)	37,690	(11.5)
FY 77	802	(2.4)	50,799	(15.8)
FY 78	957	(2.8)	55,592	(18.1)
FY 79	1,215	(3.4)	57,400	(18.5)

*Includes warrant officers

SOURCE: DD-M(M) 1147

B. Ethnic Minorities in the ARNG. Table 9 illustrates the content of ethnic minorities in the ARNG since FY 76. As indicated, Hispanic content has

continued to increase while Asian and Native American content has remained relatively unchanged.

TABLE 9

Ethnic Minorities in the ARNG

	<u>Officer</u>	<u>(%)*</u>	<u>Enlisted</u>	<u>(%)</u>
<u>FY 76</u>				
Hispanic	803	(2.3)	19,344	(5.7)
Asian and Native American	388	(1.1)	5,617	(1.6)
<u>FY 77</u>				
Hispanic	866	(2.5)	22,656	(7.1)
Asian and Native American	316	(0.9)	4,057	(1.3)
<u>FY 78</u>				
Hispanic	984	(2.9)	23,224	(7.6)
Asian and Native American	350	(1.0)	4,364	(1.4)
<u>FY 79</u>				
Hispanic	1,074	(3.0)	23,994	(7.8)
Asian and Native American	390	(1.1)	4,506	(1.5)

*Includes warrant officers

SOURCES: DD-M(M) 1147: FY 77
OASD(MRA&L): FY 79

C. Women in the ARNG. The number of women officers in the ARNG has more than doubled since FY 76. Likewise, the women enlisted content has continued to increase as well. Table 10 portrays officer and enlisted content since FY 76.

TABLE 10

Women in the ARNG

	<u>Officer</u>	<u>(%)*</u>	<u>Enlisted</u>	<u>(%)</u>
FY 76	461	(1.3)	8,783	(2.7)
FY 77	608	(1.8)	11,726	(3.7)
FY 78	817	(2.4)	12,753	(4.2)
FY 79	1,039	(2.9)	13,495	(4.4)

*Includes warrant officers

SOURCE: DD-M(M) 1147

IV. United States Army Reserve (USAR) Component.

A. Blacks in the USAR. Table 11 reflects the Black officer and enlisted profile since FY 76. The most significant increases have been in the number of enlisted soldiers which has nearly doubled since FY 76.

TABLE 11
Blacks in the USAR

	<u>Officer</u>	<u>(%)*</u>	<u>Enlisted</u>	<u>(%)</u>
FY 76	1,192	(3.3)	27,786	(17.5)
FY 77	1,385	(3.9)	35,883	(23.3)
FY 78	1,642	(4.6)	38,663	(25.8)
FY 79	1,899	(5.3)	42,278	(27.4)

*Includes warrant officers

SOURCE: DD-M(M) 1147

B. Ethnic Minorities in the USAR. The number of Hispanic soldiers in the USAR has increased since FY 77 as Table 12 depicts. The Asian and Native American minority content has remained relatively unchanged during this period.

TABLE 12
Ethnic Minorities in the USAR

	<u>Officer</u>	<u>(%)*</u>	<u>Enlisted</u>	<u>(%)</u>
<u>FY 77</u>				
Hispanic	320	(0.9)	4,351	(2.8)
Asian and Native American	346	(1.0)	1,600	(1.0)
<u>FY 78</u>				
Hispanic	420	(1.2)	6,414	(4.3)
Asian and Native American	350	(1.0)	1,552	(1.0)
<u>FY 79</u>				
Hispanic	443	(1.2)	7,154	(4.6)
Asian and Native American	361	(1.0)	1,581	(1.0)

*Includes warrant officers

SOURCES: DD-M(M) 1147: FY 77
OASD(MRA&L): FY 79

C. Women in the USAR. The number of women in the USAR has increased significantly in all categories since FY 76 as Table 13 reveals.

TABLE 13

Women in the USAR

	Officer* OPMD 1/ AMEDD		Total (%)		Enlisted (%)	
FY 76	238	1,542	1,780	(5.0)	16,645	(10.5)
FY 77	366	1,948	2,314	(6.5)	19,346	(12.6)
FY 78	485	2,339	2,824	(7.9)	19,555	(13.0)
FY 79	619	2,636	3,255	(9.1)	20,263	(13.1)

*Includes warrant officers

1/ Officers managed by the Officer Personnel Management Directorate, US Army Reserve Components Personnel and Administration Center.

SOURCES: DD-M(M) 1147
DCSPER-46, Part III

CHAPTER 3

MINORITY REPRESENTATION WITHIN CAREER FIELDS

I. General. The Army strives to maintain a proportional representation of minorities throughout all career fields. However, it must be noted that a disproportionate representation is not necessarily indicative of discrimination practices as opportunities to serve in the various career fields are dependent upon Army requirements, individual qualifications and personal preferences. Concomitantly, there are certain personnel policies such as the combat exclusion policy which operate to distribute women into certain career fields in a fashion which precludes proportional representation throughout all career fields.

II. Active Army Component (OPMS and EPMS).

A. Officers. The affirmative action milestone is to identify OPMS specialties which have low representation of minorities and women. This data excludes a large number of officers whose records do not reflect designation of a specialty. As part of the officer personnel management system, officers are initially designated with an accession specialty and acquire an additional specialty upon completion of approximately eight years of active Federal commissioned service. Some officers acquire a second specialty prior to the eighth year point due to necessity or special qualifications or education. Consequently, due to this process, most minority and women officers at company grade level are not designated with an advanced entry specialty and, therefore, do not appear in the statistics. Additionally, the population of minorities and women within each of the many specialties is extremely small. A list of OPMS specialties and the representation of minorities and women in these specialties is in Appendix 3.

1. The representation of Black officers is lowest in specialties: Aviation (15), Comptroller (45), Foreign Area Officer (48), Operations Research/Systems Analysis (49), and Research and Development (51). Conversely, Black officer representation is highest in Commo-Elect Material Management (72), Tank/Ground Mobility Material Management (77), Food Management (82), and Highway and Rail Operations (88).

2. Based on density, the representation of ethnic minority officers is fairly well balanced across all specialties, except in Operations Research/Systems Analysis (49), Automatic Data Processing (53), and Procurement (97).

3. The representation of women officers is lowest in Field Artillery (13), Aviation (15), Operations and Force Development (54), and Maintenance Management (91). Conversely, women are highest in Personnel Administration (42).

B. Enlisted. The FY 79 goal was to identify CMFs which have low representation of minority and women soldiers. Appendix 4 contains a list of all

CMFs and the corresponding representation percentages. Unlike the problem with the officer data base, there are few unknowns for enlisted CMFs.

1. Asian and Native American soldiers are well represented across all CMFs. The notable exceptions are in CMF 16 (Air Defense Artillery), CMF 95 (Law Enforcement), and CMF 98 (EW/Cryptologic Operations) where the Asian/Pacific Islander content is low.

2. Hispanic soldiers are well represented across all CMFs. For CMFs that have a total content of at least 6,000 soldiers, Hispanics are underrepresented in CMF 23, AD Missile Maintenance, CMF 48, EW/Cryptologic Operations, CMF 51, General Engineers, CMF 64, Transportation, and CMF 95, Law Enforcement.

3. On 30 September 1979, 22,272 or 40 percent of the enlisted women were concentrated in CMF 71 (Administration) and CMF 91 (Medical). Whereas, in 1971, 72 percent of the women soldiers were in these two CMFs. This favorable trend is reflected by improvement in the distribution of women in the majority of CMFs. Women are underrepresented in the Maintenance CMFs (23, 27, 29, 33, 63, and 67), Field Artillery (13), Air Defense Artillery (16), General Engineer (51), and Recruitment and Retention (79). The distribution of women soldiers in all CMFs is in Appendix 4.

4. The representation of Black soldiers not of Hispanic origin increased during FY 79 in every CMF except CMF 33 (EW/Intercept Systems Maintenance) which has the smallest total population of all CMFs. The degree of increase was generally proportionate throughout, without concentration in any one or several CMFs. This indicates that enlistment alternatives are available to Black soldiers and that they are receiving fair and equitable skill development opportunities. CMF 92 (Petroleum) has the highest Black content percentage-wise of 59.5 percent. However, Petroleum is a small CMF and the actual number of Black soldiers in CMF 92 represents only 1.2 percent of the total Black enlisted population. In CMFs with a total population of at least 6,000 soldiers, the representation of Black soldiers is lowest in the following CMFs: Aviation Maintenance (67), Recruitment and Retention (79), Law Enforcement (95), Military Intelligence (96), and EW/Cryptologic Operations (98). CMFs with high Black content include Air Defense Artillery (16), Field Communications (31), Administration (71), Supply and Service (76); and Food Service (94).

5. An often heard prediction is that minority soldiers will bear a disproportionate share of the casualties in an All Volunteer Army. However, in terms of content in the Army, the representation of Black soldiers in combat MOSs was actually greater during the period of the draft than is true today. An update of the trend depicted in the Second Annual Assessment showing Black enlisted representation in Infantry/Gun Crew MOSs shows that the degree of Black overrepresentation in these MOSs has declined since 1964, and as of 30 September 1979 is exactly representative of the Black content of the total force. The following Table reflects this trend.

TABLE 14

Representation of Black Soldiers in
Selected Infantry/Gun Crew MOSs*

Year	(1) % Black	(2) Total #	(3) Expected #	(4) Actual #	(5) Representation Index
CY 64	13.4	187,777	25,162	36,294	+ 44
CY 68	12.5	280,399	35,050	43,982	+ 25
CY 72	17.5	142,082	24,864	27,241	+ 10
CY 74	22.5	144,642	32,544	34,942	+ 7
FY 78	29.2	206,673	60,349	59,613	- 1
FY 79	32.0	192,598	61,631	61,667	0

*Includes selected MOSs in CMFs 11 (Infantry), 12 (Combat Engineer), 13 (Field Artillery), 16 (Air Defense Artillery), and 19 (Armor).

(1) Column 1 is the Black enlisted content of the total enlisted force as of the end of indicated year.

(2) Column 2 is the total number of soldiers serving in combat MOSs/CMFs each year.

(3) Column 3 is the expected number of Black soldiers in these MOSs where there is no over or underrepresentation. The expected number is computed by multiplying column 2 by column 1.

(4) Column 4 is the actual number of Black soldiers serving in these MOSs/CMFs each year. (Sources: DDMA-626 for CY 64-74 and DCSPER-441 for FY 78 and FY 79).

(5) Column 5 is the representation index (RI) for Black soldiers serving in combat MOSs each year and is computed by using the following formula:

$$RI = \frac{\text{Actual Number}}{\text{Expected Number}} \times 100 - 100$$

III. US Army Reserve (USAR) Component.

A. Black Soldiers. The minority and women composition of the community/state in which a unit is located, coupled with personal preferences and existing unit vacancies limit the ability of the USAR to influence representation within CMFs. Overall, Black soldiers are fairly well represented throughout CMFs in the USAR. Table 15 depicts the CMFs which have high and low Black representation.

TABLE 15

USAR Black Representation in Selected CMFs
(30 Sep 79)

<u>CMF</u>	<u>High (%)</u>	<u>Low (%)</u>	<u>Content (%)</u>
16 Air Defense Artillery	37.6		27.4
31 Field Commo	36.6		
54 Chemical	34.6		
92 Petroleum	33.7		
94 Food Service	33.7		
98 EW/Cryptologic Operations		9.7	
33 EW/Intercept Maintenance		11.2	
96 Military Intelligence		11.8	
79 Recruitment and Retention		13.6	
19 Armor		15.4	

B. Enlisted Women. Table 16 reflects the distribution of women in selected USAR CMFs.

TABLE 16

USAR Women Content in Selected CMFs
(30 Sep 79)

<u>CMF</u>	<u>High (%)</u>	<u>Low (%)</u>	<u>Content (%)</u>
71 Administration	42.6		13.1
91 Medical	37.4		
74 Automatic Data Processing	26.7		
16 Air Defense Artillery		0.7	
33 EW/Intercept Maintenance		1.0	
51 General Engineer		1.5	

IV. The Army Medical Department (AMEDD).

A. Historically, the Army has been underrepresented with AMEDD minority and women officers, especially at the field grade level. The Office of The Surgeon General continues to monitor and review the AMEDD's goals to ensure their validity.

B. This year, the AMEDD increased minority representation within its six professional Corps, including gains in the proportion of women in the Medical, Veterinary, and Medical Service Corps and increases in the racial minority composition of the Medical, Veterinary, and Army Nurse Corps. The AMEDD is

still underrepresented in Hispanic members, which is primarily from academic programs. However, significant gains in minority enrollment within the country's health education programs suggest a future increase in Hispanic accessions. The AMEDD continues to operate a professional recruiting network in principal metropolitan areas such as Miami, Tampa, San Antonio, El Paso, Los Angeles, and New York in order to promote its affirmative action goals. Table 17 represents AMEDD accomplishments.

TABLE 17

AMEDD Minority and Women End Strength
(30 September 1979)

	<u>Goal %</u>	<u>End Strength %</u>
Medical Corps		
Black	5.0	5.4
Hispanic	1.5	1.6
Asian/Native American	2.2	2.8
Women	4.0	5.7
Dental Corps		
Black	4.5	4.4
Hispanic	1.5	0.7
Asian/Native American	1.5	1.1
Women	2.5	3.2
Veterinary Corps		
Black	6.9	7.3
Hispanic	0.2	0.0
Asian/Native American	0.2	0.2
Women	3.0	4.6
Army Nurse Corps		
Black	6.0	7.9
Hispanic	1.0	0.8
Asian/Native American	1.0	1.1
Women	N/A	72.5
Army Medical Specialist Corps		
Black	6.0	3.7
Hispanic	2.0	0.8
Asian/Native American	1.5	2.1
Women	N/A	62.9
Medical Service Corps		
Black	8.0	8.1
Hispanic	1.8	0.9
Asian/Native American	1.6	1.1
Women	4.2	5.9

V. The Judge Advocate General Corps (JAGC).

A. The JAGC continues to design initiatives to increase minority representation within the Corps. Progress in the last few years has been substantial.

B. The minority and women officer end strengths for the JAGC are reflected in Table 18. Except for the slight underrepresentation in the Asian/Native American category, JAGC exceeded all its goals. Especially noteworthy is the significant increase in women content.

TABLE 18

JAGC Minority and Women End Strength
(30 September 1979)

	<u>Goal %</u>	<u>End Strength %</u>
Black	3.5	4.1
Hispanic	1.0	1.3
Asian/Native American	1.0	0.9
Women	3.0	6.0

VI. The Chaplains Branch.

A. The Army's Chaplains Branch is committed to increasing minority and women content. While there has been solid progress in this area, the Branch continues to be generally underrepresented. One basic reason for the shortage is that chaplains can only serve in the Army with the endorsement of their religious denominations. Consequently, availability is directly related to the prevailing availability within the respective denominations and the willingness of that denomination to provide the appropriate endorsement. The Office of the Chief of Chaplains, during FY 79, designed and implemented new recruiting policies and procedures which should enhance future procurement efforts.

B. Minority and women end strengths in the Chaplains Branch are shown in Table 19. Even though progress continues, only the goal for women was attained during this reporting period.

TABLE 19

Chaplains Branch Minority and Women End Strengths
(30 September 1979)

	<u>Goal %</u>	<u>End Strength %</u>
Black	12.8	7.8
Hispanic	1.2	0.8
Asian/Native American	1.2	1.0
Women	0.5	0.6

CHAPTER 4

COMMISSIONING PROGRAMS

I. General. Affirmative action goals in this area are designed to increase the enrollment of minorities and women in officer commissioning programs and to increase the distribution of scholarships to minorities and women. The ultimate goal of these affirmative actions is to increase the minority and women representation within the active Army, USAR, and ARNG.

II. United States Military Academy (USMA).

A. Enrollment. The enrollment of minorities and women at USMA for the last three school years (SYs) is reflected in Table 20. Total minority opening enrollment data for previous school years is provided at Appendix 5.

TABLE 20

USMA Minority and Women Opening Enrollment

	<u>Goal %</u>	<u>Enrollment %</u>
SY 77-78		
Black	6.0	5.4
Ethnic Minorities	4.0	5.1
Women*	N/A	4.0
SY 78-79		
Black	6.5	5.1
Ethnic Minorities	5.0	5.4
Women*	N/A	5.9
SY 79-80**		
Black	6.5	5.6
Hispanic	3.0	3.3
Asian/Native American	3.0	3.5
Women	8.5	8.8

*Women were not admitted to USMA prior to 1976; therefore, no AAP goal was established until SY 79-80 commenced.

**Goals and enrollment percentages for previous school years represented cumulative totals for all four classes in residence at USMA. For SY 79-80, data is as of 31 August 1979, and represents the goal and opening enrollment percentages exclusively established for the fourth class cadets (freshmen). Racial and ethnic category has been expanded to conform to current policy guidelines.

B. Goal Analysis. For SY 79-80, USMA surpassed all of its goal objectives, except for Black enrollment. Even though total Black enrollment was

72, it must be noted that an additional 36 Blacks were found qualified and offered admission to USMA, but opted to attend the Air Force Academy, Naval Academy, or other civilian institutes. If USMA had been able to admit only 11 of the 36 Black applicants, they would have attained their goal.

C. Cadet Strength. The composition of the Corps of Cadets is a subject that has high priority at West Point. Cadet admissions and retention are monitored on a continuous basis. The goals for recruiting Blacks and women were revised upward this year, reflecting the Academy's great concern for accelerating AAP goals. Indicators such as the number of Blacks who have opened admission files and who have enrolled at the USMA Prep School suggest a greater number of Blacks will be enrolled during SY 80-81. It is also expected that the number of women will show an increase during SY 80-81.

D. Minority and Women Recruitment. West Point's Public Affairs Office (PAO) has accomplished several actions to promote the recruitment of minorities and women at both the national and local level.

1. On the national level the PAO enhances the recruitment effort through a variety of ways. Primary efforts are directed in the following areas:

a. News Releases: News releases are sent to news media throughout the country concerning minority cadets. The most recent and successful example is the news coverage given to Brigade Commander Vincent Brooks in newspapers nationally and in several major magazines.

b. Minority Publications: Telephonic contact is made on various occasions to selected minority publications apprising them of current events at West Point. The purpose of this effort is to have articles written about West Point that encourage minorities to apply for admission. Some examples of established contacts are Eagle and Swan, Ebony, and Jet magazine companies.

c. Women Cadets: Promoting women at West Point included the made-for-TV picture, "Women at West Point." This movie was seen on ABC by 25 million viewers. Several other major stories concerning women have appeared in newspapers and magazines. For example, an article was published on a woman cadet, Joan Smith, who won Glamour magazine's "Top Ten College Women in America" contest.

d. Fact Sheets: Fact sheets on minority and women cadets are continually prepared and disseminated to news representatives and interested individuals.

e. Recruiting Films: PAO assistance was given on the production of the minority recruiting film, "Let's Get to the Point." In addition, this film is shown by video cassette to news media personnel during their visits to West Point.

f. Minority Advertisement: With the advice and assistance of the PAO, West Point recruiting advertisements are placed in major magazines.

2. At the local level, a variety of USMA programs and activities support the recruitment efforts. Some of the more significant ones include:

- a. Displaying minority exhibits at the West Point museum.
- b. Publishing a quarterly listing of minority and women books maintained by its library.
- c. Entertainment programs conducted by the USMA Cadet Fine Arts Forum.
- d. Conducting special programs with ethnic and minority orientations.
- e. Publishing news releases to local media sources to include minority outlets.
- f. Conducting the First Annual Minority Exposition and Festival recognizing all minorities with a common observance.
- g. Cadet sponsorship of Black History Week.
- h. Fostering community relations through the sharing of many multi-use facilities with the local community.

III. United States Military Academy Preparatory School (USMAPS).

A. Enrollment. The enrollment of minorities and women at USMAPS for the last two school years is reflected in Table 21.

TABLE 21

USMAPS Minority and Women Opening Enrollment

	<u>Goal %</u>	<u>Enrollment %</u>
SY 78-79		
Black	9.0	7.5
Ethnic Minorities	6.0	7.5
Women*	N/A	7.8
SY 79-80**		
Black	9.5	11.8
Hispanic	3.0	3.7
Asian/Native American	3.0	2.9
Women	6.0	10.9

*Goals were not established for women prior to SY 79-80.

**Racial and ethnic category has been expanded in conformance with current policy guidance.

B. Goal Analysis. USMAPS greatly exceeded all their goals, except the Asian/Native American category, where they fell slightly below.

C. Minority and Women Recruitment. USMAPS continues to enhance its recruiting effort through publicity to attract minority and women candidates. Similar and expanded efforts will continue in the future.

IV. Reserve Officer Training Corps (ROTC).

A. Enrollment. The enrollment of minorities and women in the ROTC program for the last three school years is reflected in Table 22. Total minority opening enrollment data for previous school years is provided at Appendix 5.

TABLE 22

ROTC Minority and Women Opening Enrollment

	<u>Goal %</u>	<u>Enrollment %</u>
SY 77-78		
Black	19.0	21.8
Ethnic Minorities	6.0	5.2
Women	5.0	24.0
SY 78-79		
Black	19.0	20.9
Ethnic Minorities	6.0	5.5
Women	5.0	25.1
SY 79-80*		
Black	18.0	20.7
Hispanic	4.0	4.0
Asian/Native American	1.5	1.1
Women	20.0	25.0

*Racial and ethnic category has been expanded in conformance with current policy guidance.

B. Goal Analysis. For SY 79-80, ROTC attained or surpassed all of its goal objectives except for the Asian/Native American category which fell 0.4 percent short. The shortfall is primarily attributed to unexpected attrition that occurred during the school year.

C. Minority and Women Recruitment. Recruitment of minorities and women for ROTC programs has been extremely successful during the last few years. The momentum continued during FY 79 as indicated by the opening enrollment statistics. Numerous resources were dedicated to support this effort. One of the most significant resource commitments occurred in the form of advertisement and information sharing where over \$400,000 was expended.

V. Officer Candidate School (OCS).

A. Enrollment. The enrollment of minorities and women for the past four years is depicted in Table 23.

TABLE 23

Officer Candidate School Enrollment

	<u>Goal %</u>	<u>Enrollment %</u>
FY 76		
Black	11.0	5.0
Ethnic Minority	4.0	5.3
Women*	N/A	N/A
FY 77		
Black	11.0	8.8
Ethnic Minority	4.0	9.0
Women*	N/A	N/A
FY 78		
Black	11.0	11.2
Ethnic Minority	4.0	3.4
Women*	N/A	N/A
FY 79		
Black	11.0	12.9
Ethnic Minority	4.0	2.1
Women	14.0	14.0

*AAP goals were not established for women prior to FY 79.

B. Goal Analysis. Substantial progress has been made in recent years as Table 23 indicates. Except for the ethnic minority category, all goals were attained or surpassed for FY 79. The goal for women will be increased to 20.0 for FY 80.

VI. ROTC Scholarships.

A. General. ROTC scholarship trends for minorities and women for SY 77-78 through SY 79-80 are depicted in Appendix 6. A recapitulation of ROTC scholarships for SY 79-80 is provided in Table 24.

TABLE 24

Minority and Women ROTC Scholarships
SY 79-80

	<u>Goal %</u>	<u>Scholarship %</u>
Blacks	8.0	7.2
Hispanics	1.0	1.7
Asian/Native American	1.0	1.6
Women	12.0	12.1

B. Goal Analysis. All goals were exceeded for SY 79-80, except for Blacks. Even though a 0.8 percent shortfall existed for Blacks this year, substantial progress has been made as indicated by the fact that four year scholarships granted Blacks rose from 1.2 percent for SY 78-79 to a high of 9.8 percent for the current school year.

C. Scholarship Program. The Army has established a scholarship program which will assist historically Black institutions in their enrollment effort. The program entitled, "Quality Enrichment Program (QEP)" is designed to increase the number of 4-year ROTC scholarship recipients for these institutions. The program will begin during the school year 1981-82 scholarship selection cycle.

VII. Army National Guard (ARNG) Minority Officer Recruiting Effort (MORE) Program.

A. General. Minority officer representation in the ARNG has continued to improve significantly during the last fiscal year with the continued development and refinement of the MORE program.

B. Background.

1. A special task force was organized in the National Guard Bureau in September 1977 to address the challenge of minority officer recruiting. The task force is comprised of key staff officers from the National Guard Joint Staff as well as key staff members of the Army National Guard Directorate. The task force meets monthly to develop initiatives aimed at increasing minority officer accessions. A specific plan was developed in the fall of 1977 and was approved by the Chief of the National Guard Bureau. Initially known as the Minority Officer Content Improvement Plan, the name has been changed to the Minority Officer Recruiting Effort or "MORE." The MORE program was finalized and distributed to the states in March 1978.

2. The MORE program consists of a number of affirmative action initiatives which outline proponency and timetables for goal accomplishment. The program is dynamic and continues to develop new initiatives with each monthly task force meeting. A program similar to MORE has been developed for women in the ARNG.

C. Components. The MORE program is designed to take advantage of the three basic commissioning programs which exist in the ARNG: (1) ROTC; (2)

State OCS; and, (3) Direct Commissioning. Specific initiatives of MORE have been developed to address each of the basic commissioning programs. In addition, a number of supporting actions have been designed to complement the entire program.

1. The ROTC program appears to offer the greatest potential for increasing minority officer representation in the ARNG. During FY 79, the National Guard Bureau has continued to coordinate closely with DCSPER to implement three new programs: the Reserve Forces Duty (RFD) program in which ROTC graduates not going on active duty are assigned to ARNG or USAR units; the Simultaneous Membership Program (SMP) which allows an individual to be both an active member of a National Guard unit and a cadet in advanced ROTC, with the benefits and privileges of both; and the Early Commissioning Program (ECP) which allows an individual advanced placement in ROTC for previous active or RC military service. Upon commissioning, which is prior to graduation, the officer can then serve as an officer in the ARNG or USAR. In the RFD program for FY 79, there were about 1,000 individuals identified as not going on extended active duty. Of this total, about 500 opted for service in the ARNG. As of 30 September 1979, about 250 graduates were placed in ARNG units, of which approximately 20 percent were minorities. The SMP and ECP were both initiated during FY 79. At fiscal year end there were approximately 950 ROTC cadets participating in the SMP and approximately 450 in the ECP. Approximately 20 percent of the participants in these programs were minorities.

2. Selected actions implemented by NGB in FY 79 to help increase minority officer accessions through ROTC included:

a. NGB was involved in ROTC branching conferences and maintains close coordination with the HQ TRADOC ROTC office and the ROTC regions.

b. The Chief, NGB, addressed a conference of presidents and PMSs of Black colleges with Army ROTC, urging close coordination between the colleges and respective state National Guard organizations. Chief, NGB, followed the conference with individual letters to the college presidents and respective State Adjutants General setting the stage for developing formalized affiliation agreements between the colleges and the states.

c. The Chief, NGB, began a program of visiting the campuses of Black colleges with Army ROTC to personally carry the message of ARNG and the MORE program to the Black colleges.

d. NGB initiated a block of instruction on the MORE program for full-time ARNG technician administrative officers, as part of the training they receive at the National Guard Professional Education Center.

e. A TV tape featuring the benefits of joining the ARNG was produced and is being used by TRADOC for the training of ROTC recruiting officers.

f. State and NGB representatives have visited a large number of ROTC summer camps and briefed cadets on the benefits of ARNG membership.

g. ARNG state military personnel officers, recruiting and retention managers, and command sergeants major were briefed at their annual conferences on the MORE program and its interface with ROTC.

3. Officers' Candidate School (OCS):

a. The second major source of commissioning is the OCS program. This program offers upward mobility for qualified enlisted members within the Guard. Past experience has indicated that minority participation in OCS has been relatively low. As part of the MORE program, each of the states is required to establish a state level OCS screening board to screen records and identify minority soldiers who meet OCS eligibility requirements. Each soldier is then contacted and encouraged to enroll in the OCS program.

b. The OCS class which graduated in SY 77-78 contained 13 percent minorities. In SY 78-79, the OCS class graduated 14.6 percent minorities. The OCS class in SY 79-80 had 18.4 percent minorities at fiscal year end, a gain of 3.8 percent over the previous year. To support this effort, a management information system has been developed to provide a list by state of all eligible minorities who have been identified by the screening boards. This list is provided to each state so that they can encourage soldiers to apply for the OCS program.

4. The Direct Appointment Program (DA):

a. The Direct Appointment program is a third source of personnel procurement for the ARNG. It is available to an individual who is qualified to become an officer due to special skills acquired through civilian or military training. Officers who are given a direct appointment in the ARNG are appointed from civilian, enlisted, and warrant officer status. Commissioned officers of another reserve or regular component of the Armed Forces may also be given ARNG direct appointments.

b. Efforts to expand the Direct Appointment Program are ongoing. Many states have screened the records of enlisted personnel in their units to identify individuals who can qualify for a direct appointment. Also, the NGB is attempting to obtain a 90-day forecast of those minority officers leaving active duty. Forthcoming rosters of officers assigned to US Army Reserve Components Personnel and Administration Center will include the race code. Ultimately, states will be furnished minority data for use in recruiting Army Reserve officers for the ARNG.

5. Supporting Actions:

a. MORE Advertising Program:

(1) In general, the MORE program has resulted in a change in NGB's minority advertising approach. A large portion of advertising is now targeted at minority officers rather than toward the minority community in general. The minority advertising program focuses on efforts to support OCS, ROTC, and outside agencies.

(2) An ROTC brochure was produced and reprinted in FY 79, highlighting benefits of National Guard participation.

(3) An advertising program has been aimed at junior colleges to include: repros for junior college papers, posters, direct mail campaign for OCS, and audio cassettes stipulating the advantages of commissioning in the Army Guard.

(4) Minority officer advertising in FY 79 included ARNG OCS ads for Army Times, radio PSA for Black network and Black format stations, radio PSA for Hispanic stations, and ads in national minority magazines (Minority Placement Manual, Ebony, Jet, Wassaja, Nuestro, Black Careers).

(5) The National Guard advertising agency also provided personnel to visit states and provide on-site advertising assistance and advice.

b. Outside Agency Support:

(1) The National Guard Bureau contracted a firm which specializes in matters relating to minority participation. The firm is actively involved with minority conferences, meetings, advertising, and the media. Stories concerning successful minority ARNG members are submitted to various magazines and media for publication. Future activities will include assistance in planning a MORE briefing for leaders of minority organizations and scheduling speakers for radio and television talk shows.

(2) NGB has emphasized the development of the MORE program in its contact with national minority organizations in FY 79. At national conferences during FY 79 with Black, Hispanic, and other organizations, especially the NAACP, National Urban League (NUL), National Association of Black Social Workers (NABSW), League of United Latin American Citizens (LULAC), National Council of LaRaza (LA RAZA) IMAGE, GI Forum, and the National Council of American Indians, the More program has been stressed in both formal presentations and informal exchanges.

(3) The Deputy Director, ARNG, has met with members of the Black Political Caucus, NAACP, IMAGE, and Hispanica to discuss the MORE program and solicit their assistance and support.

(4) The Chief, NGB, appeared and discussed the MORE program at many press conferences during FY 79. In addition, the Deputy Director, ARNG, appeared on America's Black Forum, a syndicated panel interview TV show, to discuss the MORE program.

c. MORE ADP Support: The National Guard Computer Center has provided the MORE Task Force information from the Standard Automated Personnel System. Statistical data from this system has been useful in evaluating the progress of the MORE program. Representatives from the National Guard Computer Center have attended monthly MORE in-process reviews for the purpose of providing technical advice to the committee.

d. MORE Technician Awareness Program:

(1) During FY 79 the NGB Office of Technician Personnel (NGB-TN) incorporated a 1-hour block of instruction on the MORE program into the technician courses that are conducted at the National Guard Professional Education Center (NGPEC).

(2) In addition, NGB-TN prepared an All States letter for distribution to all state adjutants general. In the letter, the Chief, NGB, requested their assistance in broadening technician awareness of the MORE program objectives and in recruiting minorities for the ARNG officer corps.

e. MORE Information Program:

(1) A concerted effort was made in FY 79 to increase information dissemination on the MORE program. Included were information briefings to the Secretary and Under Secretary of the Army and key members of their staff; the Deputy Assistant Secretary of Defense for Equal Opportunity; officials of the National Guard Association of the US (NGAUS); the Adjutants General Association by the Chief, NGB.

(2) Each class of the Defense Equal Opportunity Management Institute is briefed by a NGB representative on the EO program in the Guard, with emphasis on the MORE program.

(3) A MORE Public Affairs Awareness Program was established in March 1979 which was responsible for producing approximately 700 MORE oriented articles, photographs, and editorials that appeared in magazines, newspapers, and other publications throughout the nation.

(4) The NGB Office of Public Affairs has taken steps to ensure that MORE oriented subjects are included, as appropriate, in all internal information material. An overview article on the MORE program was published in the National Guard Push Pin Post.

(5) The NGB Office of Public Affairs has solicited editorial and story idea support from state public affairs officers and public affairs detachments. In addition, close coordination has been encouraged between state public affairs and human resources/equal opportunity offices.

f. Minority Officer Attitudinal Survey:

(1) Under the auspices of the National Guard Bureau Research Advisory Committee, an attitudinal survey of minority officers and enlisted members, primarily qualified for commissioning, was conducted during FY 79.

(2) The primary objective of the survey was to identify how minority members in the National Guard viewed opportunities for commissioning and upward mobility and the effect such perceptions have on minority officer strength in the National Guard.

(3) Results of the survey have been compiled and are being studied for possible use in developing new MORE program actions.

g. Letters to Minority Officers Who Left the ARNG: NGB prepared and sent out letters to minority officers who have recently left the ARNG, including a brief questionnaire to determine their reasons for leaving. Information gained through this survey may aid in future minority officer retention efforts.

h. Conversion to Full Time Manning (CFTM) Program: During FY 79, NGB initiated a test program to convert a specified number of technician spaces in the states to full time military tour positions. States were tasked to develop CFTM goals for minorities and women based on local demographics for both officer and enlisted positions. At year end approximately 14 percent of the converted positions were filled by minorities and another 14 percent were filled by women.

7. Activities by the State in Support of the MORE Program:

a. OCS Prospects: All states have conducted OCS screening boards to identify qualified individuals desiring to attend OCS. Several adjutants general have sent personal letters to the individual and the organizational commander encouraging participation in OCS. Other states have established a MORE team to visit units and meet with minorities who wish to apply.

b. ROTC Involvement: Many states have designated representatives to visit colleges and universities within their state. Their meeting with professors of military science (PMS) and ROTC cadets have resulted in appointments of numerous ROTC officers. In addition, some states have provided the opportunity for cadets to attend weekend field exercises.

c. Direct Appointments: Minority officer recruitment is being expanded to include appointments in specialty and professional areas. Several states have screened enlisted and warrant officer records to identify those members who are qualified for an Army National Guard direct appointment.

d. Overstrength Assignments: By implementing the 25 percent over-strength policy, units have been able to assign additional minority officers.

e. State Conferences: Two states have held a series of state conferences to determine the most practical and expeditious means of improving minority officer ARNG participation in OCS and ROTC programs.

f. MORE Committees: Several states have established MORE committees to assist in identifying weaknesses in the minority officer accession programs and to provide ideas for increasing the ARNG minority officer membership. Additionally, one state has established a commander's committee comprised of commanders who serve at all levels. Their involvement is essential to the success of the MORE program.

g. Speaker Program: Recently, a presentation on minorities has been included as a topic in the guest speaker program of some states.

h. Media: Press releases and MORE advertisements are being placed in Afro American newspapers and other media.

i. MORE Support from Minority Organizations: Several states have contacted state and local chapters of national minority organizations and have requested their support for identifying members of their group who may be eligible for commissioning.

CHAPTER 5

CAREER DEVELOPMENT

I. General. Affirmative action goals for career development are intended to provide equal opportunity for minorities and women in promotions, schooling, command selection, and assignments.

A. AAP Goals. Affirmative action goals for minorities and women on DA selection boards--promotions, schooling, and command selection--are to achieve selection rates which are generally comparable to the overall board selection rate. Affirmative actions which have been institutionalized to support these AAP goals include: (1) membership of a minority and women on all DA selection boards; (2) the Letter of Instruction (LOI) to all board members includes a summary of the specific nature of any past institutional discrimination which may have operated to the disadvantage of minorities and women and a briefing given to board members that reinforces these points, where appropriate; and, (3) board presidents are instructed to review selection rates and identify possible causes for any significant differences which may occur.

B. Significance of Selection Rate Differences. Selection rates will seldom be exactly equal by race. Selection rate differences must be independently examined to determine whether or not selection is random with respect to race.

II. Promotions in the Active Army. Appendices 8 through 22 contain actual numbers and selection rates for all selection boards.

A. Officer Promotions.

1. Officer (AUS)^{1/} (APL) 1979 Boards. Promotion board results during FY 79 were generally favorable for minority and women officers. Selection rate percentages were usually lower than the Army average for Black officers; whereas, the rate for women remained higher. Table 25 provides a snapshot of FY 79 (AUS) promotion board results.

TABLE 25

FY 79 Officer Promotions (AUS)

Grade	Black %	Other %	Minority Group	Army Average %
			Women %	
CPT	88.1	98.7	98.2	93.5
MAJ	56.8	42.9	60.8	60.2
LTC	42.4	55.2	55.6	52.0
COL	27.8	4.5	57.1	28.0

^{1/} Army of the United States (AUS) promotions are temporary promotions to the next higher grade. AUS considerations of Army Promotion List (APL) officers exclude officers in the Army Medical Department (AMEDD), Judge Advocate General Corps, and Chaplains Branch.

2. Officer (RA)^{2/} (APL) 1979 Boards. Promotion board results during FY 79 generally portrayed a lower selection rate for minorities and a higher selection rate for women. Even though the considered and selected quantity involved are not totally indicative of a statistically significant differential, the general selection percentage trend, when compared to previous years indicates a continuous and perpetuating differential. Table 26 provides a snapshot of FY 79 (RA) promotion board results.

TABLE 26

FY 79 Officer Promotions (RA)

<u>Grade</u>	<u>Black %</u>	<u>Other %</u>	<u>Minority Group</u>	<u>Army Average %</u>
			<u>Women %</u>	
CPT	75.4	82.8	100.0	90.0
MAJ	66.2	63.2	80.0	73.2
LTC	71.4	66.7	100.0	73.7
COL	24.6	0.0	80.0	33.7

B. Chief Warrant Officer (CWO) Promotions. Appendices 16 through 19 contain actual numbers and selection rates for all CWO boards. Table 27 provides a snapshot of FY 79 (AUS and RA) promotion board results.

TABLE 27

FY 79 CWO Promotions (AUS and RA)

<u>Grade</u>	<u>Black %</u>	<u>Other %</u>	<u>Minority Group</u>	<u>Army Average %</u>
			<u>Women %</u>	
CW3 (AUS)	66.7	77.8	100.0	75.1
CW4 (AUS)	73.1	66.7	N/A	68.7
CW3 (RA)	82.4	100.0	N/A	97.2
CW4 (RA)	80.0	100.0	N/A	92.0

1. CW3 and CW4 (AUS) (APL) 1979 Boards. Most affirmative action goals for minorities and women were achieved during this fiscal year, except for Blacks on the CW3 board who only had 57 individuals that were considered.

^{2/} Regular Army (RA) promotions are permanent promotions to the next higher grade. Army Promotion List (APL) officers on RA boards exclude Army Medical Department (AMEDD) and Chaplains Branch, but include the Judge Advocate General Corps.

2. CW3 and CW4 (RA) (APL) 1979 Boards. The affirmative action goals for minority and women CW3 and CW4 promotions were achieved for this fiscal year, except for Blacks who only had five individuals considered and women who did not have any in the zone of consideration.

C. Senior Enlisted Promotions. The trends, actual numbers, and selection rates are contained in Appendices 20 through 22.

1. E7 Promotion Boards. The affirmative action goals for racial other minorities and women were achieved in FY 79. The AAP goal for Black soldiers was not achieved on the FY 79 board. Although there is a small improvement in the selection rates over that experienced by the FY 78 board, the difference is large and follows the same general trend reflected by previous boards. The specific cause(s) of the disparity is not known. However, it is felt that the board process and the board's judgment were not contributory causes. The E7 Promotion Selection Board was charged with selecting the best qualified soldiers in accordance with the specified number to be selected from each CMF. In the board's collective judgment, there was a smaller percentage of Blacks recommended as best qualified than those recommended from the other two racial categories. This does not mean that those Blacks not recommended were unqualified for promotion; it means, in the judgment of the board, that they were not as well qualified as their contemporaries who were selected. The board, in its deliberations, reviews the Official Military Personnel File (OMPF) of each soldier under the "whole person" concept to evaluate their relative potential for promotion to the next higher grade. The principal elements of consideration are job performance as reflected by Enlisted Evaluation Reports, MOS proficiency as reflected by MOS/SQT test scores, military/civilian education, and commendatory/derogatory information. The institutional factors which may be influencing lower Black selection rates are reflected in the information used by the board to evaluate these elements of consideration. In this regard, information in Tables 27 and 28 on soldiers in grade E6, indicates that Black soldiers' MOS/SQT test scores are on the average almost seven points lower than their White counterparts.

TABLE 27

Average Primary MOS Evaluation (PMOSE) Score

<u>Grade</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Native American</u>	<u>Women</u>
E5	109.5	101.9	104.2	105.0	107.8
E6	109.0	102.3	105.9	106.2	109.7
E7	109.3	105.2	106.3	107.0	110.7
E8	113.8	110.9	111.7	111.7	110.8
E9	116.8	115.1	112.8	112.6	113.9

TABLE 28

Average Skill Qualification Test (SQT) Score

<u>Grade</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Native American</u>	<u>Women</u>
E5	66.2	57.8	61.8	60.2	57.8
E6	68.8	61.9	66.5	66.5	63.2
E7	73.3	67.5	69.8	73.8	70.2
E8	73.0	70.7	67.7	66.1	None
E9	None	None	None	None	None

Average Enlisted Efficiency Report Weighted Average (EERWA) scores by grade were compiled in a similar manner (as of 30 Sep 79). As depicted in Table 29, no significant disparities were found to exist between the average EERWA scores for Black and White enlisted soldiers. This is a favorable continuing trend which was examined in the First Assessment report.

TABLE 29

Average Enlisted Efficiency Report Weighted Average (EERWA)

<u>Grade</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Native American</u>	<u>Women</u>
E4	114.9	114.1	115.4	115.8	118.1
E5	118.3	117.6	118.5	118.7	119.9
E6	120.6	120.0	120.9	120.6	121.7
E7	122.6	122.3	122.8	122.2	123.2
E8	124.0	123.8	123.8	123.9	124.2
E9	124.6	124.4	124.3	123.7	124.7

Approximately 20 percent of the Black soldiers in grade E6 have some college or a college degree while, in comparison, this figure is almost 27 percent for their White counterparts. Since the density of White soldiers in grade E6 is greater than that of Black soldiers, this difference becomes more pronounced when viewed in terms of absolute numbers. A "snapshot" of civilian high education levels is portrayed in Table 30 (as of 30 Sep 79).

TABLE 30

Enlisted Education Above High School Level
(Percent of Race/Ethnic Category by Grade)

<u>Grade</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Native American</u>
E4	7.7	6.3	9.0	15.4
E5	16.7	13.4	18.3	27.7
E6	26.8	20.2	24.0	33.2
E7	28.9	22.9	27.1	32.8
E8	36.5	34.3	38.9	35.2
E9	46.2	45.9	40.5	28.6

Other statistics concerning serious crimes and punitive actions indicate that Black soldiers experience much higher incident rates in these areas than White soldiers. The resultant impact of these actions is a higher density of derogatory information in Black soldier's OMPF as compared to that found in the files of White soldiers. Although these points are generalizations, it is felt that they are the main contributory factors causing the lower Black selection rates on E7 promotion selection boards. The reason this disparity is so pronounced on this board and not on E8 and higher grade selection boards is because the E7 promotion board is the first Army-wide, relative qualitative promotion selection screen that soldiers are subjected to during their career progression. Selection for promotion to grade E6 and below is conducted locally by the field commander on fully, rather than relative, best qualified numerical limitations. In recognition of this continued selection rate disparity, verbal and written guidance to all E7 promotion selection boards will continue to highlight the slower selection rates experienced by Black soldiers and emphasize the need for equitable promotion consideration. Individual board results will continue to be analyzed in terms of those quantifiable elements of consideration reviewed by the board in an effort to determine which elements and to what extent they contributed to any resulting selection rate disparity.

2. E8 Promotion Boards. All of the affirmative action goals for racial minorities were achieved in FY 79. The selection rate for women fell below the overall selection rate for the primary zone. Although the reason for this is not known, it should be noted that this is not a trend. The AAP goals for women were essentially achieved by previous boards. Also, from a statistical viewpoint, it should be noted that the 68 women considered in the primary zone by the FY 79 board constituted less than one percent of the total number considered. Instructions to board members will continue to emphasize equitable promotion opportunity with respect to gender.

3. E9 Promotion Boards. All affirmative action goals for minorities and women were achieved.

D. Update of 1975 Research on Enlisted Promotion Disparities. A significant finding of an Army Research Institute Study ^{3/} showed that there were marked differences in speed of promotion between Black and White enlisted personnel. Speed of promotion was measured in terms of time in service (TIS) to make present grade. Education was used as a control variable and broken down into three levels: high education (one or more years of college); medium education (high school diploma or equivalent); and, low education (less than high school graduate). A 1978 update of this analysis was provided in the Third Annual Assessment of EO Programs. The results of a September 1979 ODCSPER examination of time in service to make present grade, controlling for education levels, are summarized in Tables 31 through 36. For the first time, information on Hispanic and Asian/Native Americans is included, in addition to Black and White soldiers. As the majority of soldiers are in the high and medium education levels, data on the low education level has not been portrayed.

1. E4s. It is significant to report that the 1973 disparity between White and Black E3s for time in service to make E4 has been eliminated. Asian/Native Americans have been promoted faster than any group. Hispanic soldiers with high education were promoted at a slower rate than any group in the high education levels, yet achieved parity with those in the medium education levels. The reason for these fluctuations is unknown. Table 31 illustrates these trends.

TABLE 31
TIS to Make E4 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	8.93	14.14	---	---
1975	17.80	19.03	---	---
1979	17.97	17.90	15.08	19.59
<u>Medium Education</u>				
1973	14.39	17.61	---	---
1975	19.94	19.93	---	---
1979	21.57	21.72	20.91	21.37

^{3/} Measuring Changes in Institutional Racial Discrimination in the Army, Human Sciences Research, Inc., 1974. Study findings were published in DA Pamphlet 600-43, Measuring Changes in Institutional Racial Discrimination in the Army, April 1977.

2. E5s. Although the time in service gap in the time in service differences for White and Black E4s to make E5 has narrowed, Black soldiers continue to take longer to make E5 than any other group as Table 32 indicates. If the previously stated momentum for promotion to E4 continues, it is anticipated that this disparity will be overcome in the near future.

TABLE 32
TIS to Make E5 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	24.59	31.06	---	---
1975	30.82	34.20	---	---
1979	38.19	40.04	36.98	39.92
<u>Medium Education</u>				
1973	37.70	41.28	---	---
1975	38.81	40.60	---	---
1979	43.73	45.00	43.66	43.70

3. E6s. As reported last year, there has been improvement in the time in service differences for White and Black soldiers in high education levels. However, the difference has worsened at the medium education level as Table 33 portrays. The reason for this trend is unknown.

TABLE 33
TIS to Make E6 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	75.09	88.26	---	---
1975	74.16	80.83	---	---
1979	82.95	87.21	83.63	85.32
<u>Medium Education</u>				
1973	95.45	96.13	---	---
1975	88.21	89.53	---	---
1979	94.13	98.12	94.01	94.70

4. E7s. Time in service differentials to make E7 for White and Black soldiers have narrowed since 1973 as Table 34 indicates.

TABLE 34

TIS to Make E7 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	146.60	154.34	---	---
1975	143.38	150.99	---	---
1979	148.57	155.17	148.13	152.55
<u>Medium Education</u>				
1973	153.09	163.46	---	---
1975	154.97	161.00	---	---
1979	161.04	164.78	160.27	161.48

5. E8s. The time in service differences in speed of promotion to E8 have remained relatively constant since 1973 for White and Black E7s. For 1979, White soldiers were promoted to E8 nine to 12 months earlier than any other group, as shown in Table 35.

TABLE 35

TIS to Make E8 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	203.44	216.41	---	---
1975	200.84	213.09	---	---
1979	208.48	220.60	218.70	217.43
<u>Medium Education</u>				
1973	207.10	220.88	---	---
1975	208.37	223.06	---	---
1979	218.15	230.65	228.66	228.67

6. E9s. The time in service gap between White and Black E8s for promotion to E9 has worsened since 1973 as Table 36 portrays. At the medium education level there is a year and a half disparity which is greater than for any other grade or education level.

TABLE 36
TIS to Make E9 by Education Level
(Mean Months)

	<u>White</u>	<u>Black</u>	<u>Asian/Native American</u>	<u>Hispanic</u>
<u>High Education</u>				
1973	243.46	254.11	---	---
1975	243.09	259.76	---	---
1979	246.89	262.47	255.07	267.68
<u>Medium Education</u>				
1973	247.33	264.88	---	---
1975	250.78	268.65	---	---
1979	255.38	273.78	266.77	271.68

7. Discussion. As can be expected, soldiers with high education are selected for promotion at a more rapid pace than those with medium education at all grades. However, within any given grade or education level, there are differences in time in service to be selected for advancement which operate to the disadvantage of Black soldiers. The exception occurs at grade E4, but the trend worsens up through grade E9. Generally, Asian and Native Americans are promoted faster than any other group to E4 through E7. At grades E8 and E9, White soldiers with medium education levels advance more rapidly than Black soldiers with high education levels. Time in service differences at grades E8 and E9 stem primarily from institutional discrimination in earlier career patterns and will be difficult to overcome. For the past two fiscal years, evidence of institutional discrimination (time in service to promotion) has all but disappeared for E4s and E5s. It is anticipated that this favorable trend will continue to grade E6 in the next several years and eventually expand through the senior grades as these soldiers progress in their careers.

III. USAR Promotions. The FY 79 selection rates for minority and women officers in the USAR are depicted in Table 37. The affirmative action goals for all grades were generally achieved.

TABLE 37

USAR Officer Promotion Selection Rates*

	<u>COL</u>	<u>LTC</u>	<u>MAJ</u>	<u>CPT</u>	<u>CW4</u>	<u>CW3</u>
White	28.1	70.8	53.8	37.9	79.2	26.2
Black	28.8	68.5	48.4	46.5	100.0	68.4
Other	37.1	69.2	37.3	46.5	75.0	68.8
Total	28.2	70.7	53.5	38.4	79.5	27.3
Women	44.4	100.0	50.0	59.7	N/A	100.0

*Mandatory promotions in the USAR. Does not include unit promotions.

IV. Command Selection.

A. Officers (OPMD). Trends, actual numbers, and selection rates are contained in Appendices 23 and 24 for the 05 and 06 level command selection boards.

1. 05 level command selection. The selection rates for 05 level command for Black and women officers were favorable for the FY 79 board. While the racial other selection rate was below the overall board rate, parity would have been achieved with the selection of one additional officer. The goals for the FY 80 selection board were achieved for Blacks and racial other. Only one out of 21 women considered was selected for 05 level command.

2. 06 level command selection. The selection rate for Black officers (18 percent) was more than twice that of the overall board selection rate (8.2 percent). For the first time in four years, a racial other officer was selected for 06 command. No women were selected from the four women considered.

B. Command Sergeants Major. The AAP goals for the FY 80 command sergeants major selection board were achieved for Black and women sergeants major. The selection rate for racial other fell short of the overall board selection rate (see Appendix 25).

V. Professional Schooling.A. Officers (OPMD).

1. Command and General Staff College (C&GSC). The AAP goals for selection to attend the C&GSC for minorities and women were achieved for school years (SY) 79-80 and 80-81. This favorable trend has existed for the past five C&GSC selection boards (see Appendix 26).

2. Senior Service College (SSC). All affirmative action goals for selection to attend the SSC were achieved for minorities and women for the SY 80-81 board (see Appendix 27).

3. Warrant Officer Senior Course. The selection rates for minorities were favorable for the FY 80 Warrant Officer Senior Course board. The one woman warrant officer considered was not selected (see Appendix 28).

B. Enlisted.

1. Advanced Noncommissioned Officer Education System (ANCOES). As for FY 78 and FY 79, the goals for racial other minorities and women were met on the FY 80 ANCOES selection board. However, the goal for Blacks fell short, continuing the trend reported in the Third Annual Assessment (see Appendix 29).

2. Sergeants Major Academy. The AAP goals for selection to attend the US Army Sergeants Major Academy for minorities and women were achieved for the FY 81 board. This has been a positive trend for the past several years as shown at Appendix 30.

VI. Key Assignments.

A. High Level Staff. Affirmative action goals for assignment to high level staff positions for minority and women (OPMD) officers and enlisted soldiers are to achieve a percent assigned which is equal to the percent who are eligible to be assigned to these positions. For officers, the percent eligible represents the percent of Black, Hispanic, Asian and Native American, and OPMD managed women officers in grades 04-06 in the active Army. This goal (percent eligible) is overstated by some indeterminable amount because not all 04-06s are available for assignment. For enlisted soldiers, the goals represent the percent of minorities and women in grades E4-E9 in the active Army. Again, these goals are overstated, and an analysis of achievement must be tempered with a recognition that many factors are involved in assignments to high level staffs. These include individual preferences, availability, and qualifications. The total number of enlisted personnel assigned to high level staffs is very small.

1. Officers. Table 38 reflects assignments to the Army General Staff, Office of the Secretary of the Army (OSA), the Army element of the Joint Chiefs of Staff (JCS), and the Army element of the Office of the Secretary of Defense (OSD). Black officers are underrepresented in the Army element, JCS, and on the Army General Staff. There are no Hispanic or Asian and Native American officers in the OSA, and Hispanic officers are underrepresented on the Army General Staff. There are no women officers in the Army elements, JCS or OSD. The assignment of 14 more Black officers to the Army General Staff and only one more Black officer to the Army element, JCS, would be required to reach the respective AAP goals. The assignment of five more Hispanic and four more Asian and Native American officers to the Army General Staff is required to achieve this goal. The remaining goals would be accomplished with the addition of only one minority or woman officer to each of the respective agencies. A number of Army staff agencies are in the process of or have already developed individual agency affirmative action plans. The result of these initiatives will be reflected in the next annual assessment report.

TABLE 38

Minority and Women Officer Representation on
High Level Staffs (30 Sep 79)

	<u>AAP Goal (%)</u>	<u>Assigned (%)</u>
<u>Army General Staff</u>		
Black	4.7	52 (3.7)
Hispanic	0.9	7 (0.5)
Asian/Native American	1.1	11 (0.8)
Women	0.5	14 (1.0)
<u>Office of Secretary of the Army</u>		
Black	4.7	8 (9.1)
Hispanic	0.9	0 (0.0)
Asian/Native American	1.1	0 (0.0)
Women	0.5	1 (1.1)
<u>Army Element, JCS</u>		
Black	4.7	8 (4.0)
Hispanic	0.9	2 (1.0)
Asian/Native American	1.1	1 (0.5)
Women	0.5	0 (0.0)
<u>Army Element, OSD</u>		
Black	4.7	9 (7.8)
Hispanic	0.9	1 (0.9)
Asian/Native American	1.1	1 (0.9)
Women	0.5	0 (0.0)

2. Enlisted. Table 39 shows enlisted E4-E9 assignments to high level staffs. The goals for Black enlisted soldiers were not achieved for the Army General Staff, the OSA, and the Army element, JCS. To reach the goals, 17 more Black soldiers would have to be assigned to the Army General Staff, 17 more assigned to the Army element of the JCS, and only one more assigned to the OSA. Assignment of three more Hispanic soldiers to the Army General Staff would achieve that goal. Where remaining shortfalls appear, the addition of only one woman or ethnic minority would achieve the respective goals.

TABLE 39

Minority and Women Enlisted Representation on
High Level Staffs (30 Sep 79)

	<u>AAP Goal (%)</u>	<u>Assigned (%)</u>
<u>Army General Staff</u>		
Black	28.9	33 (19.0)
Hispanic	4.0	4 (2.3)
Asian/Native American	1.6	4 (2.3)
Women	6.7	21 (12.1)
<u>Office of Secretary of the Army</u>		
Black	28.9	0 (0.0)
Hispanic	4.0	0 (0.0)
Asian/Native American	1.6	0 (0.0)
Women	6.7	1 (20.0)
<u>Army Element, JCS</u>		
Black	28.9	22 (16.2)
Hispanic	4.0	6 (4.4)
Asian/Native American	1.6	2 (1.5)
Women	6.7	13 (9.6)
<u>Army Element, OSD</u>		
Black	28.9	5 (38.5)
Hispanic	4.0	0 (0.0)
Asian/Native American	1.6	0 (0.0)
Women	6.7	0 (0.0)

B. US Army Band and US Army Field Band.

1. Table 40 portrays the representation of minorities and women assigned to the US Army Band. Each AAP goal was achieved.

TABLE 40

Minorities and Women in the US Army Band

	<u>AAP Goal (%)</u>	<u>Assigned (%)</u>
Black	8.0	10.9
Hispanic	0.5	1.2
Asian/Native American	0.5	1.2
Women	8.0	9.3

2. The US Army Band (TUSAB) is involved in a continuing minority recruiting program which has been successful at many colleges. On the occasion of the 57th Anniversary Concert of TUSAB conducted on 24 February 1979, the Florida A&M Band, an all-Black organization was invited to perform with TUSAB. During FY 79, TUSAB sent correspondence to all bands in the Army and indicated a desire to recruit minorities for TUSAB.

3. Affirmative action goals for assignment with the US Army Field Band were achieved with the exception of the goal for Asian and Native Americans. Table 41 shows these results.

TABLE 41

Minorities and Women in the US Army Field Band

	<u>AAP Goal (%)</u>	<u>Assigned (%)</u>
Black	8.0	8.5
Hispanic	0.5	0.6
Asian and Native American	0.5	0.0
Women	8.0	11.1

4. The US Army Field Band held many auditions in FY 79; however, none of the musicians that auditioned was of Asian or Native American heritage.

CHAPTER 6

SEPARATIONS, CONFINEMENTS AND SERIOUS CRIMES

I. Minority Soldiers and Punitive Actions.

A. Trends. Aggregate trend data reported in the First Annual Assessment of Equal Opportunity Programs in December 1976 and expanded on in the Second and Third Annual Assessment, showed that Black soldiers were receiving a disproportionate share of punitive actions compared to White soldiers.

B. Army Initiatives. In a letter dated 18 July 1978, the Chief of Staff called this situation to the attention of major Army command commanders and asked them to determine the extent to which this trend was present in their command. The objective of the letter was to establish command awareness of the situation, gather facts, and develop affirmative actions, where appropriate. The issue was discussed with the Chief of Staff at the Army Commanders' Conference in October 1978 and the major Army commands are continuing to examine the nature of this problem. Summarized below are some of the findings and initiatives in selected major Army commands that have been developed in response to the letter.

(1) Black soldiers and, in some instances, ethnic minority soldiers are involved in a disproportionate number of adverse actions--particularly Article 15s, courts-martial, and punitive discharges.

(2) A disproportionate number of offenses are being charged as committed by minority soldiers.

(3) Management information systems are being designed to collect and monitor data on adverse actions by racial/ethnic group origin.

(4) The issue is receiving the attention of senior level commanders and managers. The treatment of minority soldiers with regard to issuance of adverse actions has been included in several major Army command EO training programs.

II. Separations. ^{1/}

A. Punitive Discharges.

1. Dishonorable Discharges. The percent of dishonorable discharges received by Whites and racial other increased during FY 79 while the percentage for Blacks decreased. Part of the increase for racial others is attributed to the redesignation of Hispanics who are included in this category, whereas before they were counted as either Black or White. Table 42 portrays dishonorable discharge data for FY 78 and FY 79.

2. Bad Conduct Discharges. The percent of bad conduct discharges received by Blacks and racial others increased during FY 79 while the percentage for Whites decreased. Part of the increase for racial others is attributed to the redesignation of Hispanics who are included in this category, whereas before they were counted as either Black or White. Table 42 portrays bad conduct discharge data for FY 78 and FY 79.

TABLE 42

Punitive Discharges by Race

Type	White (%)	Black (%)	Other (%)	Total
<u>Dishonorable*</u>				
FY 78	59 (39.6)	86 (57.7)	4 (2.7)	149
FY 79	115 (42.4)	146 (53.9)	10 (3.7)	271
<u>Bad Conduct**</u>				
FY 78	388 (54.7)	311 (43.9)	10 (1.4)	709
FY 79	443 (51.7)	380 (44.3)	34 (4.0)	857

*Dishonorable discharges are issued pursuant only to an approved sentence of a general court-martial.

**Bad conduct discharges are issued pursuant only to an approved sentence of a special or general court-martial.

B. Administrative Discharges.

1. Other than Honorable Discharges. The percent of other than honorable discharges received by Blacks and racial others increased during FY 79 while the corresponding rate for Whites decreased. Part of the increase for

^{1/} Appendix 31 summarizes enlisted separations by character of discharge since FY 76; and, Appendix 32 depicts the representation indices for all FY 79 discharge categories, except TDP and EDP.

racial others is attributed to the redesignation of Hispanics who are included in this category, whereas before they were counted as either White or Black. Table 43 depicts other than honorable discharge data for FY 78 and FY 79.

2. General Discharges. The percentage of general discharges received by Blacks and racial others increased during FY 79 while the corresponding rate for Whites decreased. Part of the increase for racial others is attributed to the redesignation of Hispanics who are included in this category, whereas before they were counted as either White or Black. Table 43 depicts general discharge data for FY 78 and FY 79.

TABLE 43

General and Other Than Honorable Discharges ^{1/}

<u>Type</u>	<u>White (%)</u>		<u>Black (%)</u>		<u>Other (%)</u>		<u>Total</u>
<u>Other Than Honorable</u>							
FY 78	6,891	(72.6)	2,275	(24.0)	329	(3.4)	9,495
FY 79	6,610	(68.8)	2,509	(26.1)	491	5.1	9,610
<u>General</u>							
FY 78	8,694	(67.4)	3,929	(30.5)	274	(2.1)	12,897
FY 79	6,944	(60.9)	3,942	(34.6)	514	(4.5)	11,400

^{1/} Excludes race unknown.

3. Trainee and Expeditious Discharges.

a. The Trainee Discharge Program (TDP) allows commanders to discharge soldiers who lack the necessary motivation, discipline, ability, or aptitude to become productive soldiers any time up to 179 days of active duty but prior to the award of a Military Occupational Specialty (MOS). The Expeditious Discharge Program (EDP) provides for the expeditious discharge of substandard, nonproductive soldiers before board or punitive action becomes necessary after the completion of at least six months, but not more than 36 months of active duty.

b. The percentage of TDP and EDP received by Blacks and racial others increased during FY 79, whereas the corresponding rate for Whites decreased. Part of the increase for racial others is attributed to the redesignation of Hispanics who are included in this category, whereas before they were counted as either Black or White. Appendix 33 portrays historical TDP and EDP data since FY 76 by race and also delineates Hispanics. Table 44 portrays TDP and EDP data for FY 78 and FY 79.

TABLE 44

Trainee and Expeditious Discharges

Trainee Discharge Program*

<u>FY</u>	<u>White (%)</u>	<u>Black (%)</u>	<u>Other (%)</u>	<u>Unknown (%)</u>	<u>Total</u>
78	6,264 (65.8)	2,735 (28.7)	329 (3.5)	195 (2.0)	9,523
79	4,951 (57.8)	2,726 (31.8)	611 (7.1)	275 (3.2)	8,563

Expeditious Discharge Program**

<u>FY</u>	<u>White (%)</u>	<u>Black (%)</u>	<u>Other (%)</u>	<u>Unknown (%)</u>	<u>Total</u>
78	8,617 (68.1)	3,696 (29.2)	307 (2.4)	43 (0.3)	12,663
79	7,126 (63.1)	3,598 (31.9)	543 (4.8)	25 (0.2)	11,292

*Zero to six months of service.

**Six to 36 months of service.

III. Serious Crimes. The Army categorizes its crimes into three major crime categories and determines the rate of founded offenses per 1,000. During FY 79 the Black soldier rate was significantly higher than the rate of founded offenses per 1,000 of White soldiers. Table 45 illustrates these trends for FY 78 and FY 79.

TABLE 45

Subjects of Founded Offenses by Race 1/

	<u>White</u>		<u>Black</u>	
	<u>Founded Offenses</u>	<u>Rate/1,000</u>	<u>Founded Offenses</u>	<u>Rate/1,000</u>
<u>FY 78</u>				
Crimes of Violence <u>2/</u>	1,548	2.81	2,443	12.74
Crimes Against Property <u>3/</u>	5,548	10.06	3,385	17.64
Drug Offenses <u>4/</u>	20,207	36.63	10,448	54.58
<u>FY 79</u>				
Crimes of Violence <u>2/</u>	1,461	2.81	2,442	11.74
Crimes Against Property <u>3/</u>	5,132	9.90	3,936	18.89
Drug Offenses <u>4/</u>	17,994	34.72	11,784	56.68

1/ Founded offenses are criminal offenses the commission of which have been adequately substantiated by military police investigation. However, a founded offense is not dependent on judicial decision.

2/ Crimes of violence are offenses of murder, rape, aggravated assault, and robbery.

3/ Crimes against property are offenses of burglary, larceny, auto theft, and housebreaking.

4/ Drug offenses include use, possession, sale, and trafficking.

iv. Confinement.

A. Black soldiers and other racial minority soldiers continue to be over-represented in Army prisoner populations as Table 46 illustrates.

TABLE 46
Confinement Population

Content	% Black (29.2%)	FY 78 % Other (3.0%)	Prisoner Total	% Black (32.0%)	FY 79 % Other (3.5%)	Prisoner Total
Facility						
<u>Correctional</u>						
USARB*	47.9	3.7	561	49.1	1.1	507
USDB**	57.3	1.4	696	53.7	0.5	957
<u>Confinement</u>						
CONUS	44.3	7.0	255	45.9	6.2	257
OCNUS	49.1	7.7	167	50.7	8.4	227
Total	51.3	3.6	1,679	51.2	2.4	1,944

*US Army Retraining Brigade

**US Disciplinary Barracks

B. A comparison between Army and Federal Bureau of Prisons system respective average daily prisoner populations as of 30 September 1979 reveals that:

1. The Army Black prisoner population (51.2%) is 1.6 times higher than the percentage of Black soldiers in the Army (32.0%).

2. The percent of Blacks in the Federal Bureau of Prisons system as of June 1979 (37.9%) is 3.7 times the percentage of Blacks in the national population (10.3%) (18 years or older).

CHAPTER 7

SELECTED OBSERVATIONS OF THE RACIAL CLIMATE AND INFORMATION DISSEMINATION

I. Selected Observations of the Racial Climate.

A. Serious Incident Reports (SIRs). The number of SIRs with racial root causes reported to HQDA during FY 79 was 11, the same as in FY 78. Provoking speech or gestures continue to be the most common causes of these incidents.

B. Discrimination Complaints. As part of ongoing affirmative action efforts, the Office of The Inspector General provided the following summation of discrimination complaints for FY 79:

1. There were a total of 208 allegations of discrimination based on race, national origin, or sex processed by the DA Inspector General during FY 79. Seven of these complaints were substantiated (3.4 percent). Overall, the number of discrimination complaints acted upon and the percent of cases substantiated declined from the FY 78 total of 235.

2. Discrimination complaints accounted for 8.1 percent of the total number of complaints processed during FY 79 by the DA Inspector General. This was a slight increase above the 7 percent for FY 78.

3. Of the 208 EO complaints, 14 were filed by women based on alleged sex discrimination. None of these allegations was substantiated. Although documented complaints of discrimination based on sex have been relatively few, indications are that the number may increase with the expanding role and number of women in the Army.

C. Survey Data. An analysis of responses by officers and enlisted soldiers to questions included in the February 1979 MILPERCEN Quarterly Survey of Military Personnel on equal opportunity and the racial climate of the Army is summarized below.

1. Officer Perceptions:

a. Officers in general do not perceive race problems to be a major personnel problem in their units although there was a slight increase in the percent of Black field grade officers who indicated that this was a problem in 1979 (see Appendix 37). From 1974-1979, race problems have consistently been perceived by all officers to be among the lowest of unit personnel problems.

b. The majority of officers felt that EO was making good progress in their units (see Appendix 38).

c. There was an increase in the percent of Black officers who felt that their chain of command renders fair and objective efficiency reports free of discrimination. However, there was a slight decline from 1978 for White and other ethnic minority officers (see Appendix 39).

d. Since 1974, there has been a generally consistent increase in the percentage of minority and majority officers who feel that racial tension and confrontation is not a problem in their units. But there was a decline in Black field grade officers who felt this was the case (see Appendix 40).

2. Enlisted Perceptions:

a. As with officers, enlisted soldiers rank race problems among the last in relation to other unit personnel problems. Senior enlisted personnel continue to perceive race problems as less of a problem than do junior enlisted soldiers (see Appendix 41).

b. The majority of enlisted soldiers felt that the racial situation in their units over the previous six months had remained about the same or had improved. Only a small percentage perceived worsened conditions (see Appendix 42).

c. In 1979, there was an across-the-board decline in the percent of enlisted soldiers who felt that their chain of command ensured that they had equal opportunity for promotion (see Appendix 43).

d. With the exception of White career enlisted personnel (51 percent), less than one-half of the surveyed enlisted soldiers felt that military justice was administered fairly in their units (see Appendix 44). About one-third of the soldiers did not know whether or not military justice was administered fairly throughout their units.

II. Information Dissemination and Public Liaison.

A. Command Information.

1. Articles and Feature Stories: During FY 79, the Command Information Division of the Office, Chief of Public Affairs (OCA), published over 40 articles and feature stories on minorities and women in Soldiers magazine, ARNEWS, DA Scene, Commanders Call, and DA Spotlight. A complete listing is included in Appendix 34.

2. TV Spots: Currently there are 11 one-minute film clip/TV spots which support women in the Army and general human relations topics. Two of these were produced during FY 79.

3. Radio Spots: There are 48 various radio spot announcements for use on Army Information Radio Service (AIRS) radio programs for use at local field sites. These spot announcements are systematically integrated into the AIRS programs to receive approximately 10 plays per week.

a. During Black History Week, a minimum of two spot announcements on Black heritage and contributions were included in each hour of AIRS programming. Further, features on Black artists and significant Black Americans were used in the five-minute AIRS fillers at the end of each program.

b. During Hispanic Heritage Week, a minimum of two spot announcements were included in each hour program on Hispanic heritage. In addition, each

program contained a five-minute feature, narrated by Ricardo Montalban, on famous Hispanic Americans.

c. The 26-hour AIRS package includes six hours of music programming each week designed especially for the Black soldier. Called "Forward Motion," and "Ecstasy," these shows present Black oriented features along with music.

B. Public Information. OCPA coordinated a number of news release and interest items to the civilian press and media, which included:

1. During FY 79, OCPA constantly sent reports of Army accomplishments and endeavors in the field of affirmative action to more than 150 Black weekly publications. Several releases in this vein were also sent to Hispanic publications in New York, Washington, D.C., and Los Angeles.

2. OCPA was instrumental in securing interviews for the Secretary of the Army and Chief, Public Affairs, on a number of minority oriented radio and TV public affairs shows, both locally and nationally. EO items of interest were presented on many of these shows.

3. A special effort was made to reach local and national minority media concerning the 1979 Army winners of the International Science and Engineering Fair held 7-12 May 1979. Winners and alternates of the top two Army prizes were either Black or female.

4. Announced a press briefing for 5 June 1979 introducing Colonel Hazel Johnson who was nominated by the President for appointment as Chief, Army Nurse Corps, and for promotion to brigadier general. General Johnson is the first black female general officer in the history of the United States.

5. On 18 May 1979, Secretary of the Army announced that enlistment eligibility criteria for both women and men in the Active Army and Reserve Components would be the same effective 10 October 1979.

6. On 18 May 1979, an announcement that the Signal Corps Women Telephone Operators Unit, whose service in World War I encompassed the period 28 November 1917 through 30 June 1919, be considered active military service in the US Armed Forces for purpose of obtaining derived benefits.

7. An announcement of a Black History Program for the Pentagon on 13 February 1979.

8. An announcement for Commemoration of National Hispanic Heritage Week during period of 10-16 September 1979.

9. A ceremony honoring Second Lieutenant Janet S. Hudson as the outstanding ROTC Graduate of 1978. Lieutenant Hudson was presented the Hughes Trophy Award by the Secretary of the Army. Wide distribution given to press release and photograph of the ceremony to include Stars and Stripes, Family Circle, Mademoiselle, Women in Business, and People Weekly.

10. Announcement by the Secretary of the Army of a \$16.4 million contract award to the Small Business Administration for the American Development

Corporation (ADCOR) of Charleston, South Carolina, as part of the Army's effort to use more minority contractors for Army projects.

C. Liaison with Minority Organizations. During FY 79, OCPA provided support to and participation in a number of events sponsored by organizations representing minority groups. These efforts included the following:

1. Minority media presentations were made at the 1978 Worldwide Public Affairs Conference, 2-5 October 1978, by four prominent personalities from minority media. At the same conference, a panel composed of representatives from ODCSPER and Ms. Kathy Cunningham, WJLA-TV, discussed women in the Army with the conferees.

2. Black news organizations such as the National Newspaper Publishers Association (with more than 175 member publications) and the Capital Press Club, the oldest and most prestigious Black press club in the world, were among the many minority organizations, including the NAACP and the Urban League, which included Army panelists or spokespersons at their seminars or annual conclaves.

3. Bowie State College, Howard University, Clark College, and Jackson State University were among the Black colleges with strong communications schools or featuring journalistic curricula, visited by Army spokespersons. During this period, minority community leaders were also informed of Army EO matters.

4. LaLuz magazine, an Hispanic audience publication, was sent material for feature articles which were included in a 24-page section on Hispanics in the Military. The edition coincided with the national observance of Hispanic Heritage Week.

III. Library Materials. The Office of The Adjutant General purchased and distributed the following books by, about, or of interest to minorities and women during FY 79:

Clothbound Books for Army Libraries -- 67 titles -- 8,425 copies
Paperbound Books in Kits for Units -- 49 titles -- 24,946 copies

IV. Review of Publications. During FY 79, the Editorial Control Division of the Adjutant General Center reviewed 227 Army regulations which were processed for printing. This affirmative action ensures that nonsexist language will be used in Army publications.

CHAPTER 8

MAJOR ARMY COMMANDS

I. General. The Department of the Army Affirmative Action Plan represents an integrated effort that links selective DA staff affirmative actions management efforts with MACOMs. These selective items primarily include command racial profiles, recruiting programs, military justice and confinement data, and certain assignment data.

II. Minority and Women Composition.

A. All MACOMs are required by the DA AAP to report minority and women content of their respective commands. The intended purpose of this requirement is not to perpetuate a comparative analysis per se, but to provide proponents and commanders alike a view of the distribution and balance of the force.

B. Although the Army strives to attain an equitable distribution, many factors such as recruitment, accessions, retention, assignment policies and ultimately personal preferences preclude this from becoming an absolute reality. Table 47 portrays MACOM minority and women composition.

TABLE 47

MACOM Minority and Women Composition

	<u>% White</u>	<u>% Black</u>	<u>% Hispanic</u>	<u>% Asian or Native Am.</u>	<u>% Women</u>
<u>Total Army</u>	63.4	29.3	3.9	1.4	8.6
FORSCOM	60.5	32.2	4.3	1.3	5.6
USAREUR	61.9	31.3	4.2	1.3	8.0
TRADOC	64.8	26.9	3.6	1.1	11.1
HSC	70.6	22.4	3.4	1.7	25.4
EUSA	56.0	34.8	3.2	3.6	5.6
USACC	65.1	28.6	3.3	1.8	14.8
WESTCOM	64.1	25.2	3.8	3.8	4.6
DARCOM	76.9	18.3	2.5	1.3	6.8
INSCOM	81.6	15.2	1.8	0.7	18.1
USAREC	75.3	19.6	3.4	1.2	5.3
MDW	69.0	27.9	1.6	0.8	10.3
USMA	86.1	9.5	1.7	0.5	7.2
USACIDC	83.4	11.7	1.9	1.1	7.8
USARJ	70.9	17.1	2.6	5.9	10.7
COE	69.1	5.8	1.5	1.7	1.9
MTMC	71.1	22.5	2.7	1.8	11.8

SOURCE: IRGS

III. Selected Reporting Categories.

A. Military Justice and Discharge Data. Of the reporting organizations, nearly 65 percent indicated that minorities were overrepresented in UCMJ actions, 25 percent were underrepresented and nearly 10 percent reported a balanced profile. Women were generally underrepresented across the spectrum.

B. Key Positions. MACOMs are required to report the number of company/battery command and first sergeant positions filled by minorities and women. However, for FY 79 reports, only 40 percent of the reporting organizations provided this data. For those that did, 50 percent indicated that minorities were overrepresented, approximately 30 percent were underrepresented, and nearly 20 percent indicated a balanced profile.

C. Equal Opportunity Staffing. Generally, during FY 79, the vast majority of reporting organizations were adequately staffed with EO personnel to meet the needs of their respective command.

D. Other required reporting areas are not included due to incomplete information received on annual reports.

IV. Selected MACOM Activities. Throughout FY 79, in addition to fulfilling AAP goals, MACOM conducted or sponsored many functions to enhance equal opportunity and promote better relationships among individuals and groups. By and large the programs were successful and fulfilled their intended purpose. Listed below are some of the programs incorporated during FY 79 by the various commands:

A. USAREUR established a program to recognize host nation officials who have supported Army EO programs within their own communities. In tribute to their individual efforts, certificates of appreciation were presented to these private citizens by the CINCUSAREUR.

B. USAREUR, in coordination with the Defense Equal Opportunity Management Institute (DEOMI), provided updated training to 50 noncommissioned officers (MOS00U) to familiarize them with new material that was added to the DEOMI curriculum since June 1978.

C. The Fort Shafter and Schofield Barracks Community Advisory Councils meet monthly to provide a forum for military personnel and their dependents to present problems to the command. As these problems frequently involve the local community, it is an avenue of communication to coordinate and resolve mutual concerns.

D. The 25th Infantry Division Band, to include two soldier's bands (Scorpio and Colt 45) participated in 22 off-post performances for diverse organizations. Division personnel also participated in 19 civilian community sponsored activities off-post. This included activities directed at handicapped or senior citizens. Twenty-seven clubs, groups or organizations toured the installation during the reporting period and all received a briefing and the opportunity to meet division personnel.

E. 25th Infantry Division EO staff personnel attend weekly seminars at the East-West Center, University of Hawaii, Manoa Campus. The discussions address pertinent issues affecting the local population, the military and relations between the two. The attendees are doctoral candidates with grants to the East-West Center and instructors from various university departments.

F. WESTCOM has initiated a Military-Civilian Advisory Council in Waianae. The function of the council is to assist in resolving common problems within the civilian and military communities of the Waianae District, and to develop cooperation and understanding between the civilian community and the Army in Hawaii. Members of the council are representatives from WESTCOM, USASCH, and the 25th Infantry Division on the military side, and representatives of religious, governmental, and civic organizations from the Waianae District.

G. USAREC attended, with a display booth and support personnel, every major minority organization conference during the past year and plans to attend these conferences during FY 80.

H. VII Corps conducted a women's symposium to provide a forum in which issues related to all aspects of life could be surfaced. Committees met at community level to determine the issues most pressing in that locale. The symposium provided opportunities for consolidation and prioritization and further discussion. A committee at HQ, VII Corps, has been tasked to study the issues and recommend appropriate courses of action.

I. Unique to Korea and Eighth Army is the introductory and mandatory five hours of EO training which is in addition to the standard 12 hours. This training includes Korean culture and customs, the KATUSA soldier, and various facets of Korean-American relations. This EO training is conducted by Korean Army (ROKA) liaison officers.

J. FORSCOM EO personnel, ARI, and commanders and equal opportunity staff of the 24th Inf Div, Fort Stewart, conducted an experiment from 29 Nov 77 to 1 Sep 79. The purpose was to normalize EO into the traditional chain of command by consolidating EO assets at division level and developing a system that would assist commanders at all levels to routinely integrate equal opportunity into daily activities. It was deemed successful, but commanders preferred normal staffing of EO down to brigade level.

K. FORSCOM conducted a series of eight Regional Equal Opportunity Workshops at selected installations with participation by equal opportunity personnel from all FORSCOM installations, their supervisors, selected members of the chain of command, and personnel from other MACOMs. The purpose of the workshops were to:

1. Refine our approach to equal opportunity and update selected members of the chain of command, equal opportunity personnel and their supervisors on the "new" affirmative action concept.

2. Train equal opportunity personnel and their supervisors in the use of specific techniques that will assist commanders in normalizing equal opportunity into the traditional chain of command.

3. Train equal opportunity personnel in the use of an exportable training package that will be used at installation level to augment unit education and training programs.

4. Learn methods that can be used to educate the leadership on specific ways to turn negative perceptions into realistic expectations.

ACTIVE ARMY
AS OF 30 SEPTEMBER 1979

GRADE	WHITE, NOT OF HISPANIC ORIGIN		BLACK, NOT OF HISPANIC ORIGIN		HISPANIC		AMER INDIAN/ ALASKAN NATIVE		ASIAN/PACIFIC ISLANDER		OTHER UNKNOWN		TOTAL NO.
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	
G0	392	93.3	22	5.2	3	0.7	0	0.0	1	0.2	3	0.7	421
COL	4,141	93.5	189	4.3	33	0.8	12	0.3	29	0.7	22	0.5	4,426
LTC	10,229	92.2	580	5.2	107	1.0	21	0.2	100	0.9	52	0.5	11,089
MAJ	14,776	92.2	727	4.5	141	0.9	38	0.2	144	0.9	199	1.2	16,025
CPT	23,333	88.6	1,799	6.8	302	1.2	66	0.3	210	0.8	618	2.4	26,328
1LT	11,292	86.3	1,258	9.6	160	1.2	42	0.3	117	0.9	218	1.7	13,087
2LT	10,649	82.0	1,239	9.5	80	0.6	17	0.1	57	0.4	946	7.3	12,988
TOTAL	74,812	88.7	5,814	6.9	826	1.0	196	0.2	658	0.8	2,058	2.4	84,364
CW4	1,252	91.9	77	5.7	16	1.2	5	0.4	5	0.4	8	0.6	1,363
CW3	3,600	92.8	191	4.9	38	1.0	14	0.4	19	0.5	18	0.5	3,880
CW2	4,695	89.8	372	7.1	64	1.2	25	0.5	24	0.5	50	1.0	5,230
WO1	2,099	82.5	127	5.0	26	1.0	6	0.2	15	0.6	271	10.7	2,544
TOTAL	11,646	89.5	767	5.9	144	1.1	50	0.4	63	0.5	347	2.7	13,017
E9	2,801	75.1	701	18.8	128	3.4	17	0.5	48	1.3	35	0.9	3,730
E8	8,955	70.7	3,008	23.7	437	3.5	65	0.5	118	0.9	90	0.7	12,673
E7	31,783	69.8	11,407	25.1	1,354	3.0	261	0.6	411	0.9	328	0.7	45,544
E6	51,405	71.4	16,312	22.7	2,404	3.3	392	0.5	781	1.1	683	1.0	71,977
E5	73,557	64.4	32,481	28.4	4,757	4.2	385	0.3	1,652	1.5	1,480	1.3	114,312
E4	99,002	58.7	56,482	33.5	7,635	4.5	550	0.3	2,154	1.3	2,768	1.6	168,591
E3	59,681	54.7	41,058	37.6	4,981	4.6	425	0.4	960	0.9	2,004	1.8	109,109
E2	27,077	54.2	18,880	37.8	1,857	3.7	186	0.4	307	0.6	1,701	3.4	50,008
E1	42,958	52.9	30,225	37.2	3,827	4.7	361	0.4	521	0.6	3,348	4.1	81,240
TOTAL	397,219	60.4	210,554	32.0	27,380	4.2	2,642	0.4	6,952	1.1	12,437	1.9	657,184
TOTAL ARMY	483,677	64.1	217,135	28.8	28,350	3.8	2,888	0.4	7,673	1.0	14,842	2.0	754,565

SOURCES: DCSPER 441, 30 Sep 79
DCSPER 46, 30 Sep 79

WOMEN IN THE ACTIVE ARMY
AS OF 30 SEPTEMBER 1979

GRADE	WHITE, NOT OF HISPANIC ORIGIN		BLACK, NOT OF HISPANIC ORIGIN		HISPANIC		AMER INDIAN/ ALASKAN NATIVE		ASIAN/PACIFIC ISLANDER		OTHER UNKNOWN		TOTAL NO.	OPMD NO.
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%		
GO	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	2	1
COL	85	88.5	9	9.4	1	1.0	0	0.0	0	0.0	1	1.0	96	17
LTC	195	84.1	20	8.6	4	1.7	1	0.4	9	3.9	3	1.3	232	46
MAJ	483	80.2	43	7.1	4	0.7	2	0.3	32	5.3	38	6.3	602	103
CPT	2,206	85.8	216	8.4	19	0.7	9	0.4	27	1.1	93	3.6	2,570	599
1LT	1,462	85.0	178	10.3	21	1.2	5	0.3	17	1.0	38	2.2	1,721	1,021
2LT	1,155	74.5	238	15.3	11	0.7	6	0.4	8	0.5	133	8.6	1,552	1,159
TOTAL	5,588	82.5	705	10.4	60	0.9	23	0.3	93	1.4	306	4.5	6,775	2,946
CW4	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	4	4
CW3	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	4	4
CW2	26	78.8	6	18.2	1	3.0	0	0.0	0	0.0	0	0.0	33	33
WO1	40	80.0	4	8.0	1	2.0	1	2.0	0	0.0	4	8.0	50	50
TOTAL	71	78.0	13	14.3	2	2.2	1	1.1	0	0.0	4	4.4	91	91
E9	13	59.1	5	22.7	3	13.6	1	4.6	0	0.0	0	0.0	22	22
E8	62	77.5	15	18.8	2	2.5	0	0.0	1	1.3	0	0.0	80	80
E7	356	76.6	88	18.9	11	2.4	3	0.7	6	1.3	1	0.2	465	465
E6	1,108	68.4	421	26.0	48	3.0	15	0.9	20	1.2	9	0.6	1,621	1,621
E5	6,332	62.9	3,239	32.2	235	2.3	41	0.4	96	1.0	125	1.2	10,068	10,068
E4	10,211	65.4	4,687	30.0	330	2.1	45	0.3	114	0.7	227	1.5	15,614	15,614
E3	7,315	59.0	4,441	35.8	330	2.7	50	0.4	61	0.5	205	1.7	12,402	12,402
E2	2,881	55.9	1,981	38.4	130	2.5	21	0.4	23	0.5	120	2.3	5,156	5,156
E1	4,633	49.3	3,975	42.3	323	3.4	46	0.5	59	0.6	354	3.8	9,390	9,390
TOTAL	32,911	60.0	18,852	34.4	1,412	2.6	222	0.4	380	0.7	1,041	1.9	54,818	54,818
TOTAL ARMY	38,570	62.5	19,570	31.7	1,474	2.4	246	0.4	473	0.8	1,351	2.2	61,684	61,684

SOURCES: DCSPER 441, 30 Sep 79
DCSPER 46, 30 Sep 79

MINORITY & WOMEN PERCENTAGE OF TOTAL OFFICERS*
BY SPECIALTY

<u>SPECIALTY</u>	<u>BLACK</u>	<u>HISPANIC</u>	<u>ASIAN/PACIFIC ISLANDER</u>	<u>AMERICAN INDIAN ALASKAN NATIVE</u>	<u>WOMEN</u>
11 Infantry	6.6	1.1	0.7	0.2	NA
12 Armor	4.5	0.8	0.5	0.2	NA
13 Field Artillery	5.3	0.8	0.5	0.2	0.2
14 Air Defense Artillery	9.7	1.8	0.7	0.2	0.7
15 Aviation	2.6	0.7	0.3	0.4	0.2
21 Engineer	3.7	0.6	0.7	0.3	1.7
25 Combat Commo-Elect	10.1	0.9	0.9	0.2	7.4
27 Commo-Elect Engineering	9.9	0.8	1.1	0.2	0.2
28 Instructional Tech & Mgmt	6.3	0.6	1.1	0.1	2.5
31 Law Enforcement	8.2	0.9	0.6	0.2	8.3
35 Tactical/Strategic Intel	4.1	1.1	0.7	0.3	6.7
36 Counterintelligence/HUMINT	5.6	1.1	0.6	0.3	5.7
37 Elect Warfare/Cryptology	3.6	0.6	0.5	0.3	9.1
41 Personnel Management	7.2	1.0	0.8	0.3	4.5
42 Personnel Admin & Admin Mgmt	10.3	1.4	0.7	0.3	15.9
43 Club Management	6.2	0.7	0.3	0.3	8.1
44 Finance	9.8	1.8	1.3	0.2	11.3
45 Comptroller	3.0	1.2	0.5	0.3	0.8
46 Public Affairs	5.8	1.2	0.4	0.1	4.7
48 Foreign Area Officer	2.0	2.3	0.8	0.3	0.8
49 Operations Research/ Systems Anal	2.4	0.4	0.4	0.1	0.2
51 Research & Development	3.3	0.5	0.6	0.2	0.3
52 Atomic Energy	3.1	0.5	1.2	0.0	0.0
53 Automatic Data Processing	6.6	0.4	0.6	0.1	1.4
54 Operations & Force Devel	3.5	0.8	0.3	0.4	0.2
71 Aviation Materiel Mgmt	3.4	0.7	0.1	0.4	1.6
72 Commo-Elect Materiel Mgmt	11.9	1.0	1.2	0.0	3.5
73 Missile Materiel Mgmt	5.8	1.1	1.5	0.1	3.6
74 Chemical	8.9	0.6	0.8	0.2	6.1
75 Munitions Materiel Mgmt	7.5	0.7	0.7	0.5	4.9
76 Armament Materiel Mgmt	8.1	1.7	0.0	0.0	9.3
77 Tank/Ground Mobility Mat Mgmt	11.7	1.3	0.4	0.0	13.6
81 Petroleum Management	9.7	0.5	0.0	0.0	1.8
82 Food Management	13.4	0.3	1.1	0.0	13.9
87 Marine and Terminal Ops	9.4	0.7	0.0	1.0	9.9
88 Highway & Rail Operations	11.8	0.6	0.4	0.3	13.3
91 Maintenance Mgmt	6.8	0.8	0.5	0.2	0.2
92 Supply Mgmt	9.8	1.1	0.5	0.2	6.0
95 Transportation Mgmt	6.2	0.4	0.7	0.4	0.7
97 Procurement	6.6	0.5	0.4	0.2	2.2

*OPMD Officers only. Does not include general or warrant officers.
Excludes officers whose specialty is unknown.

SOURCE: DCSPER-441 Report
As of 30 Sep 79

ENLISTED REPRESENTATION BY
CAREER MANAGEMENT FIELDS (CMF)

<u>CMF</u>	<u>% BLACK</u>	<u>% HISPANIC</u>	<u>% ASIAN/PACIFIC ISLANDER</u>	<u>% AMERICAN INDIAN/ ALASKAN NATIVE</u>	<u>% WOMEN</u>
11 Infantry	31.9	5.4	1.0	0.5	0.0
12 Combat Engineer	22.6	3.8	0.7	0.8	0.0
13 Field Artillery	38.0	4.1	0.7	0.4	0.6
16 Air Def Artillery	41.1	5.4	0.4	0.5	1.5
19 Armor	24.9	5.2	0.7	0.5	0.0
23 AD Missile Maint	20.9	3.1	0.8	0.5	0.8
27 Ball/Land Cbt Msl & Lt AD Wpns Sys Maint	25.3	3.3	1.0	0.4	1.1
28 Avn/Commo-Elect	20.6	3.4	1.9	0.4	5.7
29 Commo-Elec Maint	24.5	3.2	1.5	0.4	6.6
31 Field Commo-EI Opr	46.6	5.0	1.0	0.3	10.0
33 EW/Intercept Sys Maint	4.8	1.3	0.6	0.0	3.4
51 General Engineer	20.8	2.7	0.8	0.6	3.1
54 Chemical	36.5	4.8	0.9	0.2	12.8
55 Ammunition	32.1	3.3	0.5	0.6	9.1
63 Mech Maint	23.2	3.5	1.1	0.4	2.9
64 Transportation	32.2	2.5	0.6	0.3	11.3
67 Aviation Maint	17.3	4.0	1.1	0.4	3.4
71 Administration	39.2	4.2	1.7	0.4	25.8
74 Auto Data Processing	24.1	3.1	1.5	0.4	18.6
76 Supply & Service	48.9	4.9	2.0	0.2	13.0
79 Recruitment & Rtn	19.1	3.5	0.7	0.6	3.9
81 Topographic Engr	27.2	3.2	1.0	0.3	11.5
84 Public Affairs & A/V	21.5	2.8	0.7	0.4	20.9
91 Medical	29.1	4.7	1.4	0.4	21.0
92 Petroleum	59.5	6.3	2.2	0.3	10.7
94 Food Service	43.5	3.6	0.9	0.3	12.5
95 Law Enforcement	16.2	2.4	0.3	0.4	8.2
96 Mil Intelligence	19.3	4.1	0.7	0.4	11.0
97 Band	13.7	2.0	0.5	0.2	12.4
98 EW/Crypto Opr	10.8	1.6	0.3	0.2	26.7

SOURCE: DCSPER-441 Report
30 September 1979

TOTAL MINORITY OPENING ENROLLMENT

US MILITARY ACADEMY

<u>SCHOOL YEAR</u>	<u>BLACK(%)</u>	<u>ETHNIC MINORITY(%)</u>	<u>TOTAL ENROLLMENT</u>	<u>WOMEN(%)</u>
72-73	142(3.5)	122(3.0)	4,061	0
73-74	167(4.2)	132(3.3)	3,960	0
74-75	206(5.0)	185(4.5)	4,148	0
75-76	234(5.6)	184(4.4)	4,203	0
76-77	226(5.6)	195(4.8)	4,044	119(2.9)
77-78	240(5.4)	227(5.1)	4,479	177(4.0)
78-79	218(5.1)	231(5.4)	4,314	253(5.9)
79-80*	219(5.1)	260(6.1)	4,289	335(7.8)

*As of 31 Aug 79

ROTC

<u>SCHOOL YEAR</u>	<u>BLACK(%)</u>	<u>ETHNIC MINORITY(%)</u>	<u>TOTAL ENROLLMENT</u>	<u>WOMEN(%)</u>
71-72	5,443(10.8)	1,568(3.1)	50,234	0
72-73	5,655(13.7)	1,535(3.7)	41,294	212(0.5)
73-74	5,720(17.2)	1,709(5.1)	33,220	3,098(9.3)
74-75	7,156(18.2)	2,532(6.4)	39,346	6,354(16.1)
75-76	9,876(20.4)	3,111(6.4)	48,400	9,324(19.3)
76-77	12,109(22.1)	2,923(5.3)	54,671	11,838(21.7)
77-78	13,006(21.8)	3,125(5.2)	59,677	14,296(24.0)
78-79	12,809(20.9)	3,387(5.5)	61,185	15,365(25.1)
79-80	13,180(20.7)	3,222(5.1)	63,667	15,931(25.0)

SOURCE: ODMPM, ODCSPER

DISTRIBUTION OF ARMY ROTC SCHOLARSHIPS

TYPE OF SCHOLARSHIP	SY 77-78		SY 78-79		SY 79-80	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
<u>ONE YEAR</u>						
White	220	85.9	194	86.6	1,010	91.8
Black	22	8.6	20	8.9	18	1.6
Hispanic	4	1.6	5	2.2	9	0.8
Asian/Native Am	10	3.9	5	2.2	14	1.3
Other/Unknown	0	0.0	0	0.0	49	4.5
Subtotal	256		224		1,100	
Women*	*	*	*	*	150	13.6
<u>TWO YEAR</u>						
White	915	88.7	999	86.3	1,071	82.6
Black	82	7.9	119	10.3	72	5.6
Hispanic	12	1.2	17	1.5	24	1.9
Asian/Native Am	23	2.2	22	1.9	16	1.2
Other/Unknown	0	0.0	0	0.0	113	8.7
Subtotal	1,032		1,157		1,296	
Women*	*	*	*	*	164	12.7
<u>THREE YEAR</u>						
White	2,117	84.2	2,424	85.7	1,589	79.7
Black	341	13.6	356	12.6	182	9.1
Hispanic	34	1.4	26	0.9	41	2.1
Asian/Native Am	21	0.8	24	0.8	31	1.6
Other/Unknown	0	0.0	0	0.0	151	7.6
Subtotal	2,513		2,830		1,994	
Women*	*	*	*	*	*269	13.5
<u>FOUR YEAR</u>						
White	2,608	96.6	2,219	96.9	1,656	84.1
Black	43	1.6	28	1.2	194	9.8
Hispanic	12	0.4	15	0.7	37	1.9
Asian/Native Am	36	1.3	27	1.2	42	2.1
Other/Unknown	0	0.0	0	0.0	41	2.1
Subtotal	2,699		2,289		1,970	
Women*	*	*	*	*	202	10.3
<u>RECAP</u>						
White	5,860	90.2	5,836	89.8	5,326	81.9
Black	488	7.5	523	8.0	466	7.2
Hispanic	62	1.0	63	1.0	111	1.7
Asian/Native Am	90	1.4	78	1.2	103	1.6
Other/Unknown	0	0.0	0	0.0	494	7.6
TOTAL	6,500		6,500		6,500	
Women*	*	*	*	*	785	12.1

*Women were not reported separately prior to SY 79-80, but are included in the race/ethnic categories.

SOURCE: ODMPM, ODCSPER

MINORITY OFFICER ACCESSIONS TO ACTIVE DUTY

	<u>USMA</u>		<u>ROTC</u>		<u>OCS</u>		<u>TOTAL ACCESSIONS</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
<u>FY 73</u>								
Black	24	2.6	152	2.9	67	6.5	243	3.4
Other	17	1.8	33	0.6	16	1.6	66	0.9
Total	923		5,177		1,028		7,128	
<u>FY 74</u>								
Black	24	3.0	400	11.0	52	16.0	476	10.0
Other	19	2.4	100	2.7	12	3.7	131	2.7
Total	791		3,650		324		4,765	
<u>FY 75</u>								
Black	32	3.9	333	8.0	17	5.0	382	7.2
Other	26	3.2	76	1.8	18	5.3	120	2.3
Total	823		4,149		337		5,309	
<u>FY 76</u>								
Black	36	4.3	359	9.0	40	8.8	435	8.2
Other	41	4.8	149	3.7	41	9.0	231	4.4
Total	847		4,004		457		5,308	
<u>FY 76TQ</u>								
Black	*	*	165	11.9	*	*	165	11.8
Other	*	*	60	4.3	*	*	60	4.3
Total	7		1,381		6		1,394	
<u>FY 77</u>								
Black	34	4.7	432**	11.1**	79	11.2	545**	10.2**
Other	39	5.4	168**	4.3**	24	3.4	231**	4.3**
Total	725		3,889		705		5,319	
<u>FY 78</u>								
Black	51	5.2	597	13.2	70	10.8	718	11.7
Other	45	4.6	215	4.7	12	1.8	272	4.4
Total	975		4,537		651		6,163	
<u>FY 79</u>								
Black	45	5.0	666	14.7	96	15.2	807	13.3
Other	25	2.8	213	4.7	16	2.5	254	4.2
Total	902		4,525		633		6,060	

* No minority officers produced from these sources during FY 76TQ.

** Does not include minority content of 81 officers accessed under the School Commandants' Program

SOURCES: ODMPM, ODCSPER
DCSPER-46, Part 2

Appendix 7

PROMOTION TO CAPTAIN, AUS, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1977 (May)</u>					
White	1,246	88.7	1,129	89.2	90.6
Black	138	9.8	117	9.2	84.8
Other	21	1.5	19	1.5	90.5
Total	<u>1,405</u>	<u>100.0</u>	<u>1,265</u>	<u>100.0</u>	<u>90.0</u>
Women	139	9.9	136	10.8	97.8
<u>1977 (Nov)</u>					
White	537	85.7	488	86.4	90.9
Black	81	12.9	69	12.2	85.2
Other	9	1.4	8	1.4	88.9
Total	<u>627</u>	<u>100.0</u>	<u>565</u>	<u>100.0</u>	<u>90.1</u>
Women	62	9.9	61	10.8	98.4
<u>1978 (Jun)</u>					
White	2,376	91.0	2,149	91.4	90.4
Black	203	7.8	175	7.4	86.2
Other	31	1.2	28	1.2	90.3
Total	<u>2,610</u>	<u>100.0</u>	<u>2,352</u>	<u>100.0</u>	<u>90.1</u>
Women	96	3.7	92	3.9	95.8
<u>1978 (Dec)</u>					
White	1,049	88.8	949	89.3	90.5
Black	104	8.8	87	8.2	83.7
Other	28	2.4	27	2.5	96.4
Total	<u>1,181</u>	<u>100.0</u>	<u>1,063</u>	<u>100.0</u>	<u>90.0</u>
Women	54	4.6	49	4.6	90.7
<u>1979 (Apr)</u>					
White	3,508	88.6	3,297	89.0	94.0
Black	377	9.5	332	9.0	88.1
Other	77	1.9	76	2.0	98.7
Total	<u>3,962</u>	<u>100.0</u>	<u>3,705</u>	<u>100.0</u>	<u>93.5</u>
Women	274	6.9	269	7.3	98.2

*Combines First Time and Previously Considered.
Does not include Secondary Zone.
OPMD Officers only.

SOURCE: ODMPM, ODCSPER

PROMOTION TO MAJOR, AUS, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1974</u>					
White	2,434	94.6	1,349	95.9	55.4
Black	125	4.9	54	3.8	43.2
Other	14	0.5	4	0.3	28.5
Total	<u>2,573</u>	<u>100.0</u>	<u>1,407</u>	<u>100.0</u>	<u>54.7</u>
<u>1975</u>					
White	3,564	94.6	1,758	94.7	49.3
Black	179	4.8	89	4.8	49.7
Other	23	0.6	9	0.5	39.1
Total	<u>3,766</u>	<u>100.0</u>	<u>1,856</u>	<u>100.0</u>	<u>49.3</u>
<u>1976</u>					
White	3,662	94.3	1,724	94.0	47.1
Black	194	5.0	99	5.4	51.0
Other	27	0.7	12	0.6	44.4
Total	<u>3,883</u>	<u>100.0</u>	<u>1,835</u>	<u>100.0</u>	<u>47.3</u>
<u>1977</u>					
White	3,557	94.7	2,114	96.4	59.4
Black	174	4.6	73	3.3	42.0
Other	24	0.6	7	0.3	29.2
Total	<u>3,755</u>	<u>100.0</u>	<u>2,194</u>	<u>100.0</u>	<u>58.4</u>
Women	19	0.5	12	0.5	63.2
<u>1978</u>					
White	3,905	94.6	2,385	95.1	61.1
Black	197	4.8	115	4.6	58.4
Other	26	0.6	8	0.3	30.8
Total	<u>4,128</u>	<u>100.0</u>	<u>2,508</u>	<u>100.0</u>	<u>60.8</u>
Women	30	0.7	19	0.8	63.3
<u>1979</u>					
White	3,868	95.0	2,339	95.4	60.5
Black	176	4.3	100	4.1	56.8
Other	28	0.7	12	0.5	42.9
Total	<u>4,072</u>	<u>100.0</u>	<u>2,451</u>	<u>100.0</u>	<u>60.2</u>
Women	51	1.3	31	1.3	60.8

*Combines First Time and Previously Considered.
Does not include Secondary Zone.
OPMD Officers only.

SOURCE: ODMPM, ODCSPER

Appendix 9

PROMOTION TO LIEUTENANT COLONEL, AUS, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1974</u>					
White	1,810	93.1	1,008	94.0	55.6
Black	124	6.4	62	5.8	50.0
Other	10	0.5	2	0.2	20.0
Total	<u>1,944</u>	<u>100.0</u>	<u>1,072</u>	<u>100.0</u>	<u>55.1</u>
<u>1975</u>					
White	2,636	94.1	1,380	96.3	52.4
Black	151	5.4	48	3.3	31.8
Other	14	0.5	5	0.3	35.7
Total	<u>2,801</u>	<u>100.0</u>	<u>1,433</u>	<u>100.0</u>	<u>51.2</u>
<u>1976</u>					
White	2,726	92.0	1,295	92.6	47.5
Black	210	7.1	90	6.4	42.9
Other	26	0.9	13	0.9	50.0
Total	<u>2,962</u>	<u>100.0</u>	<u>1,398</u>	<u>100.0</u>	<u>47.2</u>
Women	16	0.5	8	0.6	50.0
<u>1977</u>					
White	2,484	92.8	1,153	94.7	46.4
Black	174	6.5	57	4.7	32.8
Other	20	0.7	7	0.6	35.0
Total	<u>2,678</u>	<u>100.0</u>	<u>1,217</u>	<u>100.0</u>	<u>45.4</u>
Women	11	0.4	2	0.2	18.2
<u>1978</u>					
White	2,190	92.9	1,053	92.9	48.1
Black	149	6.3	73	6.4	49.0
Other	18	0.8	8	0.7	44.4
Total	<u>2,357</u>	<u>100.0</u>	<u>1,134</u>	<u>100.0</u>	<u>48.1</u>
Women	17	0.7	8	0.7	47.1
<u>1979</u>					
White	2,672	94.6	1,401	95.3	52.4
Black	125	4.4	53	3.6	42.4
Other	29	1.0	16	1.1	55.2
Total	<u>2,826</u>	<u>100.0</u>	<u>1,470</u>	<u>100.0</u>	<u>52.0</u>
Women	27	1.0	15	1.0	55.6

*Combines First Time and Previously Considered.
Does not include Secondary Zone.
OPMD Officers only.

SOURCE: ODMPM, ODCSPER

PROMOTION TO COLONEL, AUS, APL*

	<u>NUMBER CONSIDERED</u>	<u>PERCENT CONSIDERED</u>	<u>NUMBER SELECTED</u>	<u>PERCENT SELECTED</u>	<u>SELECTION RATE (%)</u>
1974					
White	2,114	93.9	389	92.8	18.4
Black	119	5.3	26	6.2	21.8
Other	17	0.8	4	1.0	23.5
Total	2,250	100.0	419	100.0	18.6
1975					
White	1,700	95.0	325	95.0	19.1
Black	71	4.0	16	4.7	22.5
Other	18	1.0	1	0.3	5.6
Total	1,789	100.0	342	100.0	19.1
1976					
White	2,154	95.3	510	94.4	23.7
Black	90	4.0	28	5.2	31.1
Other	17	0.7	2	0.4	11.8
Total	2,261	100.0	540	100.0	23.9
Women	9	0.4	5	0.9	55.6
1977					
White	1,907	94.9	407	95.3	21.3
Black	85	4.2	18	4.2	21.2
Other	18	0.9	2	0.5	11.1
Total	2,010	100.0	427	100.0	21.2
Women	4	0.2	4	0.9	100.0
1978					
White	1,344	93.5	269	92.8	20.0
Black	73	5.1	16	5.5	21.9
Other	21	1.4	5	1.7	23.8
Total	1,438	100.0	290	100.0	20.2
Women	3	0.2	1	0.3	33.3
1979					
White	2,087	94.2	589	94.9	28.2
Black	108	4.9	30	4.8	27.8
Other	21	0.9	2	0.3	9.5
Total	2,216	100.0	621	100.0	28.0
Women	14	0.6	8	1.3	57.1

*Combines First Time and Previously Considered.
Does not include Secondary Zone. OPMD Officers only.

SOURCE: ODMPM, ODCSPER

PROMOTION TO CAPTAIN, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	1,783	96.5	1,602	96.7	89.8
Black	57	3.1	49	2.9	86.0
Other	7	0.4	6	0.4	85.7
Total	<u>1,847</u>	<u>100.0</u>	<u>1,657</u>	<u>100.0</u>	<u>89.7</u>
Women	6	0.3	5	0.3	83.3
<u>1976</u>					
White	1,943	95.6	1,758	96.0	90.5
Black	83	4.1	68	3.7	81.9
Other	7	0.3	5	0.3	71.4
Total	<u>2,033</u>	<u>100.0</u>	<u>1,831</u>	<u>100.0</u>	<u>90.1</u>
Women	25	1.2	23	1.3	92.0
<u>77</u>					
White	1,667	94.2	1,511	94.9	90.6
Black	84	4.8	69	4.3	82.1
Other	18	1.0	13	0.8	72.2
Total	<u>1,769</u>	<u>100.0</u>	<u>1,593</u>	<u>100.0</u>	<u>90.1</u>
Women	7	0.4	7	0.4	100.0
<u>1978</u>					
White	1,768	93.6	1,605	94.4	90.8
Black	96	5.1	74	4.4	77.1
Other	24	1.3	21	1.2	87.5
Total	<u>1,888</u>	<u>100.0</u>	<u>1,700</u>	<u>100.0</u>	<u>90.0</u>
Women	15	0.8	14	0.8	93.3
<u>1979</u>					
White	1,765	91.9	1,609	93.1	91.2
Black	126	6.6	95	5.5	75.4
Other	29	1.5	24	1.4	82.8
Total	<u>1,920</u>	<u>100.0</u>	<u>1,728</u>	<u>100.0</u>	<u>90.0</u>
Women	11	0.6	11	0.6	100.0

*Includes First Time and Previously Considered.
No Secondary Zone.

SOURCE: ODMPM, ODCSPER

PROMOTION TO MAJOR, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	1,975	96.3	1,461	96.5	74.0
Black	63	3.1	44	2.9	69.8
Other	13	0.6	9	0.6	69.2
Total	<u>2,051</u>	<u>100.0</u>	<u>1,514</u>	<u>100.0</u>	<u>73.8</u>
Women	6	0.3	5	0.3	83.3
<u>1976</u>					
White	2,339	95.1	1,705	95.3	72.9
Black	105	4.3	76	4.3	72.4
Other	14	0.6	8	0.4	57.1
Total	<u>2,458</u>	<u>100.0</u>	<u>1,789</u>	<u>100.0</u>	<u>72.8</u>
Women	10	0.4	8	0.4	80.0
<u>1977</u>					
White	1,952	95.5	1,366	95.3	70.0
Black	78	3.8	56	3.9	71.8
Other	15	0.7	11	0.8	73.3
Total	<u>2,045</u>	<u>100.0</u>	<u>1,433</u>	<u>100.0</u>	<u>70.1</u>
Women	12	0.6	10	0.7	83.3
<u>1978</u>					
White	1,808	95.8	1,311	95.9	72.5
Black	67	3.6	50	3.7	74.6
Other	12	0.6	6	0.4	50.0
Total	<u>1,887</u>	<u>100.0</u>	<u>1,367</u>	<u>100.0</u>	<u>72.4</u>
Women	12	0.6	11	0.8	91.7
<u>1979</u>					
White	1,891	95.2	1,391	95.7	73.6
Black	77	3.9	51	3.5	66.2
Other	19	0.9	12	0.8	63.2
Total	<u>1,987</u>	<u>100.0</u>	<u>1,454</u>	<u>100.0</u>	<u>73.2</u>
Women	5	0.3	4	0.3	80.0

*Includes First Time and Previously Considered.
No Secondary Zone. OPMD officers only.

SOURCE: ODMPM, ODCSPER

PROMOTION TO LIEUTENANT COLONEL, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	1,347	94.3	953	94.0	70.8
Black	73	5.1	54	5.3	74.0
Other	9	0.6	7	0.7	77.8
Total	<u>1,429</u>	<u>100.0</u>	<u>1,014</u>	<u>100.0</u>	<u>71.0</u>
Women	7	0.5	6	0.6	85.7
<u>1976</u>					
White	1,295	94.9	921	94.9	71.1
Black	61	4.5	47	4.8	77.0
Other	8	0.6	3	0.3	37.5
Total	<u>1,364</u>	<u>100.0</u>	<u>971</u>	<u>100.0</u>	<u>71.2</u>
Women	5	0.4	4	0.4	80.0
<u>1977</u>					
White	1,709	94.9	1,288	94.6	75.4
Black	80	4.5	64	4.7	80.0
Other	11	0.6	9	0.7	81.8
Total	<u>1,800</u>	<u>100.0</u>	<u>1,361</u>	<u>100.0</u>	<u>75.6</u>
Women	6	0.3	5	0.4	83.3
<u>1978</u>					
White	1,515	95.3	1,080	95.1	71.3
Black	65	4.1	48	4.2	73.8
Other	10	0.6	8	0.7	80.0
Total	<u>1,590</u>	<u>100.0</u>	<u>1,136</u>	<u>100.0</u>	<u>71.4</u>
Women	4	0.3	4	0.4	100.0
<u>1979</u>					
White	1,426	95.2	1,053	95.4	73.8
Black	63	4.2	45	4.1	71.4
Other	9	0.6	6	0.5	66.7
Total	<u>1,498</u>	<u>100.0</u>	<u>1,104</u>	<u>100.0</u>	<u>73.7</u>
Women	5	0.3	5	0.5	100.0

*Includes First Time and Previously Considered.
No Secondary Zone.

SOURCE: ODMPM, ODCSPER

PROMOTION TO COLONEL, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	1,202	96.0	459	96.4	38.2
Black	44	3.5	16	3.4	36.4
Other	6	0.5	1	0.2	16.7
Total	1,252	100.0	476	100.0	38.0
Women	11	0.9	6	1.3	54.5
<u>1976 (MAR)</u>					
White	1,251	95.5	478	96.0	38.2
Black	50	3.8	19	3.8	38.0
Other	9	0.7	1	0.2	11.1
Total	1,310	100.0	498	100.0	38.0
Women	8	0.6	4	0.8	50.0
<u>1976 (SEP)</u>					
White	1,287	94.0	417	93.7	32.4
Black	68	5.0	25	5.6	36.8
Other	14	1.0	3	0.7	21.4
Total	1,369	100.0	445	100.0	32.5
Women	5	0.4	2	0.4	40.0
<u>1977</u>					
White	1,280	93.4	415	92.4	32.4
Black	72	5.2	31	6.9	43.1
Other	19	1.4	3	0.7	15.8
Total	1,371	100.0	449	100.0	32.7
Women	5	0.4	2	0.4	40.0
<u>1978</u>					
White	1,318	93.1	432	92.7	32.8
Black	77	5.4	29	6.2	37.7
Other	21	1.5	5	1.1	23.8
Total	1,416	100.0	466	100.0	32.9
Women	2	0.1	1	0.2	50.0
<u>1979</u>					
White	1,260	94.0	434	96.2	34.4
Black	69	5.2	17	3.8	24.6
Other	11	0.8	0	0.0	0.0
Total	1,340	100.0	451	100.0	33.7
Women	5	0.4	4	0.9	80.0

*Includes First Time and Previously Considered.
No Secondary Zone. OPMD officers only.

SOURCE: ODMPM, ODCSPER

PROMOTION TO CW3, AUS, APL*

	<u>NUMBER CONSIDERED</u>	<u>PERCENT CONSIDERED</u>	<u>NUMBER SELECTED</u>	<u>PERCENT SELECTED</u>	<u>SELECTION RATE (%)</u>
1976					
White	1,864	94.3	1,216	94.9	65.2
Black	102	5.2	58	4.5	56.9
Other	11	0.5	7	0.6	63.6
Total	<u>1,977</u>	<u>100.0</u>	<u>1,281</u>	<u>100.0</u>	<u>64.8</u>
Women	0	0.0	0	0.0	0.0
1977					
White	1,764	94.2	1,212	94.8	68.7
Black	95	5.1	59	4.6	62.1
Other	14	0.7	7	0.6	50.0
Total	<u>1,873</u>	<u>100.0</u>	<u>1,278</u>	<u>100.0</u>	<u>68.2</u>
Women	2	0.1	2	0.2	100.0
1978					
White	1,026	94.3	737	94.0	71.8
Black	55	5.1	41	5.2	74.5
Other	7	0.6	6	0.8	85.7
Total	<u>1,088</u>	<u>100.0</u>	<u>784</u>	<u>100.0</u>	<u>72.1</u>
Women	1	0.1	1	0.1	100.0
1979					
White	892	93.1	674	93.7	75.6
Black	57	6.0	38	5.3	66.7
Other	9	0.9	7	1.0	77.8
Total	<u>958</u>	<u>100.0</u>	<u>719</u>	<u>100.0</u>	<u>75.1</u>
Women	2	0.2	2	0.3	100.0

*Includes First Time and Previously Considered.
Does not include Secondary Zone.

SOURCE: ODMPM, ODCSPER

PROMOTION TO CW4, AUS, APL*

	<u>NUMBER CONSIDERED</u>	<u>PERCENT CONSIDERED</u>	<u>NUMBER SELECTED</u>	<u>PERCENT SELECTED</u>	<u>SELECTION RATE %</u>
<u>1976</u>					
White	582	95.7	281	94.3	48.3
Black	23	3.8	16	5.4	69.6
Other	3	0.5	1	0.3	33.3
Total	<u>608</u>	<u>100.0</u>	<u>298</u>	<u>100.0</u>	<u>49.0</u>
Women	0	0.0	0	0.0	0.0
<u>1977</u>					
White	469	94.4	240	94.1	51.2
Black	27	5.4	15	5.9	55.6
Other	1	0.2	0	0.0	0.0
Total	<u>497</u>	<u>100.0</u>	<u>255</u>	<u>100.0</u>	<u>51.3</u>
Women	1	0.2	1	0.4	100.0
<u>1978</u>					
White	547	94.0	333	94.3	60.9
Black	30	5.2	20	5.7	66.7
Other	5	0.9	0	0.0	0.0
Total	<u>582</u>	<u>100.0</u>	<u>353</u>	<u>100.0</u>	<u>60.7</u>
Women	1	0.2	1	0.3	100.0
<u>1979</u>					
White	412	93.4	282	93.1	68.4
Black	26	5.9	19	6.3	73.1
Other	3	0.7	2	0.6	66.7
Total	<u>441</u>	<u>100.0</u>	<u>303</u>	<u>100.0</u>	<u>68.7</u>
Women	0	0.0	0	0.0	0.0

*Includes First Time and Previously Considered.
Does not include Secondary Zone.

SOURCE: ODMPM, ODCSPER

PROMOTION TO CW3, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	301	94.7	280	94.6	93.0
Black	16	5.0	15	5.1	93.8
Other	1	0.3	1	0.3	100.0
Total	<u>318</u>	<u>100.0</u>	<u>296</u>	<u>100.0</u>	<u>93.1</u>
Women	0	0.0	0	0.0	0.0
<u>1976</u>					
White	227	94.2	221	94.5	97.4
Black	13	5.4	12	5.1	92.3
Other	1	0.4	1	0.4	100.0
Total	<u>241</u>	<u>100.0</u>	<u>234</u>	<u>100.0</u>	<u>97.1</u>
Women	0	0.0	0	0.0	0.0
<u>1977</u>					
White	424	94.9	412	94.9	97.2
Black	22	4.9	21	4.8	95.5
Other	1	0.2	1	0.2	100.0
Total	<u>447</u>	<u>100.0</u>	<u>434</u>	<u>100.0</u>	<u>97.1</u>
Women	0	0.0	0	0.0	0.0
<u>1978</u>					
White	594	93.0	579	93.4	97.5
Black	40	6.2	36	5.8	90.0
Other	5	0.8	5	0.8	100.0
Total	<u>639</u>	<u>100.0</u>	<u>620</u>	<u>100.0</u>	<u>97.0</u>
Women	1	0.2	1	0.2	100.0
<u>1979</u>					
White	297	93.7	291	94.5	98.0
Black	17	5.4	14	4.5	82.4
Other	3	0.9	3	1.0	100.0
Total	<u>317</u>	<u>100.0</u>	<u>308</u>	<u>100.0</u>	<u>97.2</u>
Women	0	0.0	0	0.0	0.0

*Includes First Time and Previously Considered.
No Secondary Zone.

SOURCE: ODMPM, ODCSPER

PROMOTION TO CW4, RA, APL*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>1975</u>					
White	57	98.3	51	98.1	89.5
Black	1	1.7	1	1.9	100.0
Other	0	0.0	0	0.0	0.0
Total	<u>58</u>	<u>100.0</u>	<u>52</u>	<u>100.0</u>	<u>89.7</u>
Women	0	0.0	0	0.0	0.0
<u>1976</u>					
White	37	92.5	34	91.9	91.9
Black	0	0.0	0	0.0	0.0
Other	3	7.5	3	8.1	100.0
Total	<u>40</u>	<u>100.0</u>	<u>37</u>	<u>100.0</u>	<u>92.5</u>
Women	0	0.0	0	0.0	0.0
<u>1977</u>					
White	121	96.0	111	95.7	91.7
Black	5	4.0	5	4.3	100.0
Other	0	0.0	0	0.0	0.0
Total	<u>126</u>	<u>100.0</u>	<u>116</u>	<u>100.0</u>	<u>92.1</u>
Women	0	0.0	0	0.0	0.0
<u>1978</u>					
White	121	98.4	112	98.2	92.6
Black	1	0.8	1	0.9	100.0
Other	1	0.8	1	0.9	100.0
Total	<u>123</u>	<u>100.0</u>	<u>114</u>	<u>100.0</u>	<u>92.7</u>
Women	0	0.0	0	0.0	0.0
<u>1979</u>					
White	94	94.0	87	94.6	92.6
Black	5	5.0	4	4.3	80.0
Other	1	1.0	1	1.1	100.0
Total	<u>100</u>	<u>100.0</u>	<u>92</u>	<u>100.0</u>	<u>92.0</u>
Women	0	0.0	0	0.0	0.0

* Includes First Time and Previously Considered.
 * Military Zone.

SOURCE: ODMPM, ODCSPER

ENLISTED PROMOTION TO E-7*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1976</u>					
White	15,728	70.3	5,991	71.7	38.1
Black	6,299	28.1	2,201	26.4	34.9
Other	354	1.6	159	1.9	44.9
Total	<u>22,381</u>	<u>100.0</u>	<u>8,351</u>	<u>100.0</u>	<u>37.3</u>
Women	151	0.7	71	0.9	47.0
<u>FY 1977</u>					
White	11,450	70.8	5,448	72.6	47.6
Black	4,502	27.8	1,954	26.0	43.4
Other	221	1.4	106	1.4	48.0
Total	<u>16,173</u>	<u>100.0</u>	<u>7,508</u>	<u>100.0</u>	<u>46.4</u>
Women	93	0.6	61	0.8	65.6
<u>FY 1978</u>					
White	10,759	74.1	3,950	78.2	36.7
Black	3,539	24.4	1,018	20.2	28.8
Other	225	1.5	84	1.6	37.3
Total	<u>14,523</u>	<u>100.0</u>	<u>5,052</u>	<u>100.0</u>	<u>34.8</u>
Women	152	1.0	49	1.0	32.2
<u>FY 1979</u>					
White	17,114	75.4	5,663	79.6	33.1
Black	5,177	22.8	1,330	18.7	25.7
Other	401	1.8	124	1.7	30.9
Total	<u>22,692</u>	<u>100.0</u>	<u>7,117</u>	<u>100.0</u>	<u>31.4</u>
Women	338	1.5	146	2.1	43.2

*Does not include Secondary Zone.

SOURCE: ODMPM, ODCSPER

ENLISTED PROMOTION TO E-8*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1976</u>					
White	6,539	76.8	2,354	77.8	36.0
Black	1,807	21.2	612	20.2	33.9
Other	172	2.0	60	2.0	34.9
Total	8,518	100.0	3,026	100.0	35.5
Women	56	0.7	16	0.5	28.6
<u>FY 1977</u>					
White	7,900	75.6	2,258	76.2	28.6
Black	2,367	22.7	672	22.7	28.4
Other	178	1.7	32	1.1	18.0
Total	10,445	100.0	2,962	100.0	28.4
Women	71	0.7	19	0.6	26.8
<u>FY 1978</u>					
White	6,867	75.7	2,243	75.0	32.7
Black	2,038	22.5	692	23.1	34.0
Other	166	1.8	56	1.9	33.7
Total	9,071	100.0	2,991	100.0	33.0
Women	77	0.8	27	0.9	35.1
<u>FY 1979</u>					
White	5,847	74.8	1,620	71.9	27.7
Black	1,845	23.6	600	26.6	32.5
Other	124	1.6	34	1.5	27.4
Total	7,816	100.0	2,254	100.0	28.8
Women	68	0.9	9	0.4	13.2

*Does not include Secondary Zone

SOURCE: ODMPM, ODCSPER

ENLISTED PROMOTION TO E-9*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1976</u>					
White	1,644	79.5	572	80.8	34.8
Black	364	17.6	115	16.2	31.6
Other	60	2.9	21	3.0	35.0
Total	<u>2,068</u>	<u>100.0</u>	<u>708</u>	<u>100.0</u>	<u>34.2</u>
Women	7	0.3	2	0.3	28.6
<u>FY 1977</u>					
White	1,504	78.5	633	81.8	42.1
Black	370	19.3	124	16.0	33.5
Other	42	2.2	17	2.2	40.5
Total	<u>1,916</u>	<u>100.0</u>	<u>744</u>	<u>100.0</u>	<u>40.4</u>
Women	11	0.6	7	0.9	63.6
<u>FY 1978</u>					
White	2,112	78.8	702	80.4	33.2
Black	506	18.9	157	18.0	31.0
Other	63	2.3	14	1.6	22.2
Total	<u>2,681</u>	<u>100.0</u>	<u>873</u>	<u>100.0</u>	<u>32.6</u>
Women	21	0.8	11	1.3	52.4
<u>FY 1979</u>					
White	2,043	76.8	633	77.6	31.0
Black	557	21.0	170	20.8	30.5
Other	59	2.2	13	1.6	22.0
Total	<u>2,659</u>	<u>100.0</u>	<u>816</u>	<u>100.0</u>	<u>30.7</u>
Women	12	0.5	4	0.5	33.3
<u>FY 1980</u>					
White	1,687	73.7	534	70.4	31.7
Black	545	23.8	206	27.2	37.8
Other	57	2.5	18	2.4	31.0
Total	<u>2,290</u>	<u>100.0</u>	<u>758</u>	<u>100.0</u>	<u>33.1</u>
Women	12	0.5	7	0.9	58.3

*Does not include Secondary Zone.

SOURCE: ODMPM, ODCSPER

05 LEVEL COMMAND SELECTION*

<u>FY 1977</u>	<u>NUMBER ELIGIBLE</u>	<u>PERCENT ELIGIBLE</u>	<u>NUMBER SELECTED</u>	<u>PERCENT SELECTED</u>	<u>SELECTION RATE %</u>
White	5,333	94.5	428	94.3	8.0
Black	285	5.0	26	5.7	9.1
Other	27	0.5	0	0.0	0.0
Total	5,645	100.0	454	100.0	8.0
Women	52	0.9	5	1.1	9.6
<u>FY 1978</u>					
White	5,429	93.4	419	94.6	7.7
Black	336	5.8	21	4.7	6.3
Other	46	0.8	3	0.7	6.5
Total	5,811	100.0	443	100.0	7.6
Women	44	0.8	3	0.7	6.8
<u>FY 1979</u>					
White	5,806	94.3	456	92.3	7.9
Black	315	5.1	36	7.3	11.4
Other	38	0.6	2	0.4	5.3
Total	6,159	100.0	494	100.0	8.0
Women	35	0.6	3	0.6	8.6
<u>FY 1980</u>					
White	6,067	94.4	426	92.8	7.0
Black	319	5.0	30	6.5	9.4
Other	42	0.6	3	0.7	7.1
Total	6,428	100.0	459	100.0	7.1
Women	21	0.3	1	0.2	4.8

*Composite board results.
OPMD Officers only.

SOURCE: ODMPM, ODCSPER

O-6 LEVEL COMMAND SELECTION*

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1976 & 1977</u>					
White	1,767	94.6	172	91.5	9.7
Black	94	5.0	16	8.5	17.0
Other	7	0.4	0	0.0	0.0
Total	<u>1,868</u>	<u>100.0</u>	<u>188</u>	<u>100.0</u>	<u>10.1</u>
Women	9	0.5	2	1.1	22.2
<u>FY 1978</u>					
White	1,921	94.7	159	95.8	8.3
Black	96	4.7	7	4.2	7.3
Other	11	0.6	0	0.0	0.0
Total	<u>2,028</u>	<u>100.0</u>	<u>166</u>	<u>100.0</u>	<u>8.2</u>
Women	8	0.4	0	0.0	0.0
<u>FY 1979</u>					
White	2,085	95.0	146	93.0	7.0
Black	100	4.6	11	7.0	11.0
Other	10	0.4	0	0.0	0.0
Total	<u>2,195</u>	<u>100.0</u>	<u>157</u>	<u>100.0</u>	<u>7.2</u>
Women	4	0.2	1	0.6	25.0
<u>FY 1980</u>					
White	1,833	94.6	141	89.3	7.7
Black	89	4.6	16	10.1	18.0
Other	16	0.8	1	0.6	6.3
Total	<u>1,938</u>	<u>100.0</u>	<u>158</u>	<u>100.0</u>	<u>8.2</u>
Women	4	0.2	0	0.0	0.0

*Composite board results.
OPMD Officers only.

SOURCE: ODMPM, ODCSPER

COMMAND SERGEANTS MAJOR SELECTION

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1977</u>					
White	1,406	83.9	205	80.7	14.6
Black	233	13.9	47	18.5	20.2
Other	37	2.2	2	0.8	5.4
Total	<u>1,676</u>	<u>100.0</u>	<u>254</u>	<u>100.0</u>	<u>15.2</u>
Women	8	0.5	4	1.6	50.0
<u>FY 1978</u>					
White	1,452	82.4	289	75.3	19.9
Black	258	14.6	81	21.1	31.4
Other	53	3.0	14	3.6	26.4
Total	<u>1,763</u>	<u>100.0</u>	<u>384</u>	<u>100.0</u>	<u>21.8</u>
Women	10	0.6	8	2.1	80.0
<u>FY 1979</u>					
White	1,544	82.4	256	69.6	16.6
Black	295	15.7	107	29.1	36.3
Other	35	1.9	5	1.3	14.3
Total	<u>1,874</u>	<u>100.0</u>	<u>368</u>	<u>100.0</u>	<u>19.6</u>
Women	13	0.7	4	1.1	30.8
<u>FY 1980</u>					
White	1,068	79.8	302	76.1	28.3
Black	251	18.7	92	23.1	36.7
Other	20	1.5	3	0.8	15.0
Total	<u>1,339</u>	<u>100.0</u>	<u>397</u>	<u>100.0</u>	<u>29.6</u>
Women	6	0.4	2	0.5	33.3

SOURCE: ODMPM, ODCSPER

COMMAND AND GENERAL STAFF COLLEGE*

	<u>Number Eligible</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>SY 75-76</u>					
White	16,616	94.7	1,082	96.0	6.5
Black	844	4.8	36	3.2	4.3
Other	91	0.5	9	0.8	9.9
Total	17,551	100.0	1,127	100.0	6.4
Women	111	0.6	7	0.6	6.3
<u>SY 76-77</u>					
White	7,677	93.6	961	92.4	12.5
Black	464	5.7	68	6.5	14.7
Other	58	0.7	11	1.1	19.0
Total	8,199	100.0	1,040	100.0	12.7
Women	Unknown	Unknown	11	1.1	Unknown
<u>SY 77-78</u>					
White	7,001	94.1	974	93.7	13.9
Black	383	5.1	54	5.2	14.1
Other	57	0.8	12	1.2	21.1
Total	7,441	100.0	1,040	100.0	14.0
Women	60	0.8	13	1.2	21.7
<u>SY 78-79</u>					
White	7,350	94.7	865	94.5	11.8
Black	359	4.6	42	4.6	11.7
Other	55	0.7	8	0.9	14.5
Total	7,764	100.0	915	100.0	11.8
Women	69	0.9	7	0.8	10.1
<u>SY 79-80</u>					
White	6,721	94.3	605	93.8	9.0
Black	351	4.9	36	5.6	10.3
Other	57	0.8	4	0.6	7.0
Total	7,129	100.0	645	100.0	9.0
Women	59	0.8	10	1.6	17.0
<u>SY 80-81</u>					
White	5,919	94.9	324	91.8	5.5
Black	244	3.9	23	6.5	9.4
Other	73	1.2	6	1.7	8.2
Total	6,236	100.0	353	100.0	5.7
Women	64	1.0	7	2.0	10.9

*OPMD Officers only.

SOURCE: ODMPM, ODCSPER

SENIOR SERVICE COLLEGE SELECTION*

	<u>NUMBER ELIGIBLE</u>	<u>(DEFERRALS)</u>	<u>SELECTED (NOT INCL PREV. YR DEFERRALS)</u>		<u>SELECTED (INCL PREV. YR DEFERRALS)</u>	
<u>SY 75-76</u>						
White	5,595		257	4.6%	280	5.0%
Black	242		17	7.0%	18	7.4%
Other	36		1	2.8%	1	2.8%
Total	<u>5,873</u>	<u>(24)</u>	<u>275</u>	<u>4.7%</u>	<u>299</u>	<u>5.1%</u>
Women	18		2	11.1%	2	11.1%
<u>SY 76-77</u>						
White	5,301	(19)	285	5.4%	302	5.7%
Black	213	(1)	15	7.0%	16	7.5%
Other	24	(0)	0	0.0%	0	0.0%
Total	<u>5,538</u>	<u>(20)</u>	<u>300</u>	<u>5.4%</u>	<u>318</u>	<u>5.7%</u>
Women	26	(0)	7	26.9%	7	26.9%
<u>SY 77-78</u>						
White	5,582	(40)	273	4.9%	308	5.5%
Black	232	(0)	11	4.7%	11	4.7%
Other	27	(0)	2	7.4%	2	7.4%
Total	<u>5,841</u>	<u>(40)</u>	<u>286</u>	<u>4.9%</u>	<u>321</u>	<u>5.5%</u>
Women	25	(1)	2	8.0%	3	12.0%
<u>SY 78-79</u>						
White	7,162	(114)	152	2.1%	263	3.7%
Black	343	(6)	19	5.5%	25	7.3%
Other	51	(1)	2	3.9%	3	5.9%
Total	<u>7,556</u>	<u>(121)</u>	<u>173</u>	<u>2.3%</u>	<u>291</u>	<u>3.9%</u>
Women	23	(1)	1	4.3%	2	8.7%
<u>SY 79-80</u>						
White	6,310	(72)	186	2.9%	258	4.1%
Black	285	(15)	10	3.5%	25	8.8%
Other	46	(0)	1	2.2%	1	2.2%
Total	<u>6,641</u>	<u>(87)</u>	<u>197</u>	<u>3.0%</u>	<u>284</u>	<u>4.3%</u>
Women	21	(1)	1	4.8%	2	9.5%
<u>SY 80-81</u>						
White	6,030	(93)	181	3.0%	274	4.5%
Black	291	(4)	12	4.1%	16	5.5%
Other	37	(1)	1	2.7%	2	5.4%
Total	<u>6,358</u>	<u>(98)</u>	<u>194</u>	<u>3.0%</u>	<u>292</u>	<u>4.6%</u>
Women	22	(0)	1	4.5%	1	4.5%

*OPMD Officers only.

SOURCE: ODMPM, ODCSPER

WARRANT OFFICER SENIOR COURSE

	<u>Number Eligible</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1975</u>					
White	1,142	95.6	195	97.5	17.1
Black	49	4.1	5	2.5	10.2
Other	4	0.3	0	0.0	0.0
Total	<u>1,195</u>	<u>100.0</u>	<u>200</u>	<u>100.0</u>	<u>16.7</u>
Women	6	0.5	1	0.5	16.7
<u>FY 1976</u>					
White	1,813	93.3	186	93.0	10.3
Black	107	5.5	11	5.5	10.3
Other	23	1.2	3	1.5	13.0
Total	<u>1,943</u>	<u>100.0</u>	<u>200</u>	<u>100.0</u>	<u>10.3</u>
Women	0	0.0	0	0.0	0.0
<u>FY 1976TQ & 1977</u>					
White	1,756	96.4	267	96.7	15.2
Black	57	3.1	8	2.9	14.0
Other	8	0.4	1	0.4	12.5
Unknown	1	0.1	0	0.0	0.0
Total	<u>1,822</u>	<u>100.0</u>	<u>276</u>	<u>100.0</u>	<u>15.1</u>
Women	0	0.0	0	0.0	0.0
<u>FY 1978</u>					
White	1,342	95.7	85	92.4	6.3
Black	52	3.7	5	5.4	9.6
Other	6	0.4	2	2.2	33.3
Unknown	2	0.2	0	0.0	0.0
Total	<u>1,402</u>	<u>100.0</u>	<u>92</u>	<u>100.0</u>	<u>6.6</u>
Women	0	0.0	0	0.0	0.0
<u>FY 1979</u>					
White	1,811	95.8	46	90.2	2.5
Black	69	3.6	4	7.8	5.8
Other	11	0.6	1	2.0	9.1
Total	<u>1,891</u>	<u>100.0</u>	<u>51</u>	<u>100.0</u>	<u>2.7</u>
Women	1	0.1	1	2.0	100.0
<u>FY 1980</u>					
White	1,838	96.8	92	95.8	5.0
Black	53	2.8	3	3.1	5.7
Other	8	0.4	1	1.0	12.5
Total	<u>1,899</u>	<u>100.0</u>	<u>96</u>	<u>100.0</u>	<u>5.1</u>
Women	1	0.1	0	0.0	0.0

SOURCE: MILPERCEN

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

DATE 10-10-01 BY 60322 UCBAW/STP

2001
2002
2003
2004
2005

2006
2007
2008
2009
2010

2011
2012
2013
2014
2015

SERGEANTS MAJOR ACADEMY

SELECTION

	<u>Number Considered</u>	<u>Percent Eligible</u>	<u>Number Selected</u>	<u>Percent Selected</u>	<u>Selection Rate (%)</u>
<u>FY 1978</u>					
White	5,260	82.8	290	78.8	5.5
Black	994	15.6	72	19.6	7.2
Other	101	1.6	6	1.6	5.9
Total	<u>6,355</u>	<u>100.0</u>	<u>368</u>	<u>100.0</u>	<u>5.8</u>
Women	24	0.4	0	0.0	0.0
<u>FY 1979</u>					
White	5,404	83.1	316	79.0	5.8
Black	1,020	15.7	76	19.0	7.5
Other	78	1.2	8	2.0	10.3
Total	<u>6,502</u>	<u>100.0</u>	<u>400</u>	<u>100.0</u>	<u>6.2</u>
Women	46	0.7	3	0.8	6.5
<u>FY 1980</u>					
White	4,507	80.9	309	77.2	6.9
Black	996	17.9	85	21.3	8.5
Other	67	1.2	6	1.5	9.0
Total	<u>5,570</u>	<u>100.0</u>	<u>400</u>	<u>100.0</u>	<u>7.2</u>
Women	36	0.6	3	0.8	8.3
<u>FY 1981</u>					
White	3,363	78.8	320	80.2	9.5
Black	857	20.1	73	18.3	8.5
Other	49	1.1	6	1.5	12.2
Total	<u>4,269</u>	<u>100.0</u>	<u>399</u>	<u>100.0</u>	<u>9.3</u>
Women	25	0.6	6	1.5	24.0

SOURCE: ODMPM, ODCSPER

ENLISTED SEPARATIONS BY CHARACTER OF DISCHARGE
(HONORABLE DISCHARGES EXCLUDED)

TYPE	WHITE	%	BLACK	%	HISPANIC ^{1/}	%	ASIAN ^{1/} NATIVE AMERICAN	%	OTHER	%	TOTAL ^{2/}
<u>DISHONORABLE DISCHARGE</u>											
FY76	78	44.8	94	54.0					2	1.2	174
FY76TQ	18	43.9	22	53.7					1	2.4	41
FY77	56	41.8	76	56.7					2	1.5	134
FY78	59	39.6	86	57.7					4	2.7	149
FY79	115	42.4	146	53.9	4	1.5	3	1.1	3	1.1	271
<u>BAD CONDUCT DISCHARGE</u>											
FY76	702	58.3	470	39.0					32	2.7	1,204
FY76TQ	148	52.5	126	44.7					8	2.8	282
FY77	410	50.4	387	47.5					17	2.1	814
FY78	388	54.7	311	43.9					10	1.4	709
FY79	443	51.7	380	44.3	23	2.7	1	0.1	10	1.2	857
<u>OTHER THAN HONORABLE DISCHARGE</u>											
FY76	12,169	73.0	4,086	24.5					414	2.5	16,669
FY76TQ	2,106	71.8	735	25.1					91	3.1	2,932
FY77	8,362	74.5	2,499	22.3					359	3.2	11,220
FY78	6,891	72.6	2,275	24.0					329	3.4	9,495
FY79	6,610	68.8	2,509	26.1	165	1.7	67	0.7	259	2.7	9,610
<u>GENERAL DISCHARGE</u>											
FY76	17,165	71.5	6,534	27.2					320	1.3	24,019
FY76TQ	3,887	73.2	1,348	25.4					74	1.4	5,309
FY77	11,766	70.9	4,546	27.4					284	1.7	16,596
FY78	8,694	67.4	3,929	30.5					274	2.1	12,897
FY79	6,944	60.9	3,942	34.6	294	2.6	89	0.8	131	1.1	11,400

1/ Data not available prior to FY 79.

2/ Excludes Race Unknown.

SOURCE: ODMPM, ODCSPER

FY 1979 - ENLISTED SEPARATIONS

	<u>TOTAL NUMBER</u>	<u>%</u>	<u>RI</u>	<u>EXPECTED NUMBER</u>	<u>EXPECTED PERCENTAGE</u>
<u>Honorable</u>					
White	143,004	66.9	+0.2	142,656	66.7
Black	57,254	26.8	-1	57,961	27.1
Hispanic	8,314	3.9	+5	7,913	3.7
Asian/NA	3,015	1.4	+8	2,780	1.3
Other	2,290	1.0	-11	2,567	1.2
Total	213,877				
<u>General</u>					
White	6,944	60.9	-9	7,604	66.7
Black	3,942	34.6	+28	3,089	27.1
Hispanic	294	2.6	-30	422	3.7
Asian/NA	89	0.8	-40	148	1.3
Other	131	1.1	-4	137	1.2
Total	11,400				
<u>Other Than Honorable</u>					
White	6,610	68.8	+3	6,410	66.7
Black	2,509	26.1	-4	2,604	27.1
Hispanic	165	1.7	-54	356	3.7
Asian/NA	67	0.7	-46	125	1.3
Other	259	2.7	+125	115	1.2
Total	9,610				
<u>Bad Conduct</u>					
White	443	51.7	-23	572	66.7
Black	380	44.3	+64	232	27.1
Hispanic	23	2.7	-28	32	3.7
Asian/NA	1	0.1	-91	11	1.3
Other	10	1.2	0	10	1.2
Total	857				
<u>Dishonorable</u>					
White	115	42.4	-36	181	66.7
Black	146	53.9	+100	73	27.1
Hispanic	4	1.5	-60	10	3.7
Asian/NA	3	1.1	-25	4	1.3
Other	3	1.1	0	3	1.2
Total	271				
<u>Total Separations</u> ^{1/}					
White	168,571	66.7	+10	152,689	60.4 ^{2/}
Black	68,515	27.1	-15	80,895	32.0
Hispanic	9,294	3.7	-12	10,617	4.2
Asian/NA	3,394	1.3	-11	3,792	1.5
Other	3,022	1.2	-37	4,803	1.9
Total	252,796				

1/ Total Separations include Total Honorable, Total Other Than Honorable, and Total Separations under unknown conditions. There were 1,473 separations not included due to Race Unknown.

2/ Content of active Army enlisted force on 30 Sep 79.

SOURCE: ODMPM, ODCSPER

AD-A112 894

DEPUTY CHIEF OF STAFF FOR PERSONNEL (ARMY) WASHINGTON DC F/G 5/9
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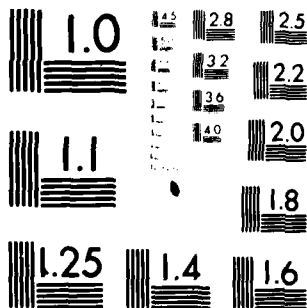


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11289



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

TRAINEE DISCHARGE PROGRAM 1/

FY	WHITE	%	BLACK	%	HISPANIC ^{3/}	%	ASIAN/NATIVE AMERICAN	%	OTHER	%	UNKNOWN	%	TOTAL
76	17,152	78.4	3,893	17.8					380	1.7	451	2.1	21,876
76TQ	5,248	74.7	1,534	21.8					185	2.6	63	0.9	7,030
77	12,997	71.7	4,181	23.1					538	3.0	400	2.2	18,116
78	6,264	65.8	2,735	28.7					329	3.5	195	2.0	9,523
79	4,95	57.8	2,726	31.8	439	5.1	56	0.7	116	1.4	275	3.2	8,563

EXPEDITIOUS DISCHARGE PROGRAM 2/

FY	WHITE	%	BLACK	%	HISPANIC ^{3/}	%	ASIAN/NATIVE AMERICAN	%	OTHER	%	UNKNOWN	%	TOTAL
76	15,275	73.1	5,155	24.7					240	1.2	218	1.0	20,888
76TQ	3,730	75.3	1,122	22.7					81	1.6	20	0.4	4,953
77	11,690	72.0	4,155	25.6					320	2.0	61	0.4	16,226
78	8,617	68.1	3,696	29.2					307	2.4	43	0.3	12,663
79	7,126	63.1	3,598	31.9	319	2.8	85	0.8	139	1.2	25	0.2	11,292

1/ Zero to six months of service.

2/ Six to 36 months of service.

3/ Data not available prior to FY 79.

SOURCE: DCSPER-338

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COMMAND INFORMATION
ON MINORITY AND WOMEN SOLDIERS

A. Soldiers magazine published seven feature articles:

Changing Times - Race Relations Institute - Jul 79
Indian Scouts - May 79
Baseball: Oriental Style - Jun 79
Reserve Components: Puerto Rico Style - Sep 79
Combat Photographer: Al Chang - Sep 79
Dr. Mary Waker - Nov 79
Foreign-Born Wives - Nov 79

B. ARNEWS (Army News Service) produced the following 28 articles for use by Army newspaper editors.

Two More Women Flight Surgeons - 6 Oct 78
Former WAC Retires at 71 - 2 Nov 78
Maj Gen Mary E. Clarke - 2 Nov 78
Army Strengthens Affirmative Action Plan - 3 Nov 78
Hospital Named for Army Nurse - 13 Nov 78
WAC Abolished Oct 20 - 21 Nov 78
Army Nurse Corps Anniversary - 3 Feb 79
Army Women Statistics - 8 Feb 79
Minority and Women Officers Sought - 20 Mar 79
Minorities Use VA Benefits - 27 Mar 79
WASPS Get VA Benefits - 27 Mar 79
More Women Eligible to Enlist - 12 Apr 79
Army Women Make History - 19 Apr 79
Wear Out Dates for Women's Uniform Items Announced - 24 Apr 79
Guinea Pigs No More - 1 May 79
Asian and Pacific American Heritage Week - 1 May 79
Women Warrant Officers Sought - 1 May 79
Army Enlisted Women Statistics - 8 May 79
Enlistment Criteria to be Same for Men, Women - 18 May 79
Next Army Nurse Corps Chief Nominated - 1 May 79
Competence a Hallmark Throughout Life - 13 Jun 79
Berets Are In, Garrison Caps Are Out for Army Women - 10 Jul 79
Glamour Magazine Honors West Point Cadets - 10 Jul 79
Defense Race Relations Institute Renamed - 2 Aug 79
National Hispanic Heritage Week Set - 11 Aug 79
Discharged at Last - 25 Aug 79
Army's First Black Woman General Sworn In - 19 Sep 79
Record Recruiting Goal Set for Women - 22 Sep 79

C. DA Scene published the following articles:

The Army: The Black Experience - 1 Feb 79
Women - 1 Jun 79

Women Warrants - 15 Jun 79
Equal Standards Set - 1 Jul 79

D. Commanders Call featured four articles:

The Bakke Decision - Nov-Dec 78
Army Female Strength Increases - Mar-Apr 79
The Skills of Army Women - Sep 79
Women's Clothing - Sep 79

E. One DA Spotlight was published in April 1979 on the subject of the Third Annual Assessment of EO Programs.

F. OCPA provided an art and features packet on Black History in February 1979.

SOURCE: Command Information Division,
Office of the Chief of Public
Affairs, HQDA

EQUAL OPPORTUNITY STAFF OFFICERS

SPECIALTY 41C/ASI 5T-SEP 1979

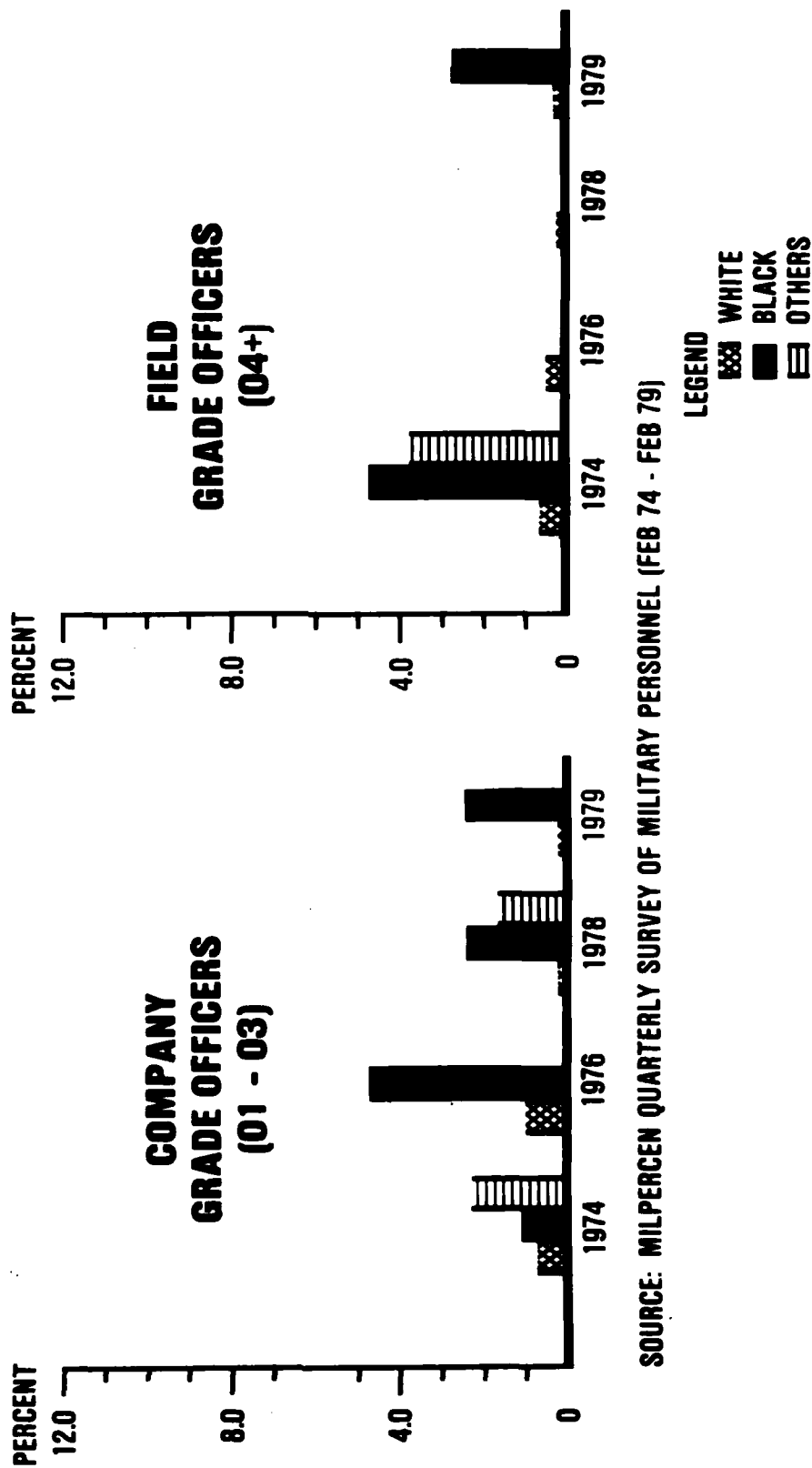
GRADE	ASSIGNED						AUTH
	WHITE	BLACK	HISPANIC	OTHER ETHNICS	WOMEN	TOTAL	
06	1	1	0	0	0	2	2
05	10	2	1	0	0	13	12
04	28	1	2	0	1	31	67
03	51	12	4	3	8	70	141
02	31	9	3	2	10	45	17
01	7	5	0	0	4	12	0
TOTAL	128	30	10	5	23	173	239
PERCENT-41C	74.0%	17.3%	5.8%	2.9%	13.3%		
% OFF-ARMY	89.9%	7.2%	1.0%	1.4%	7.8%		

EQUAL OPPORTUNITY NCO ASSIGNED AND AUTHORIZED

GRADE	ASSIGNED						AUTH
	WHITE	BLACK	HISPANIC	OTHER ETHNICS	WOMEN	TOTAL	
E9	1	9	0	0	0	10	5
E8	20	28	5	0	0	53	31
E7	96	247	24	4	11	369	234
E6	89	154	16	6	20	265	259
E5	26	36	5	2	30	71	138
E4	0	0	0	0	0	0	0
TOTAL	232	474	50	12	61	768	667
PERCENT-OOU	30.2%	61.7%	6.5%	1.6%	7.9%		
%-ENL ARMY	64.6%	31.6%	4.0%	1.5%	8.0%		

AS OF SEPTEMBER 1979

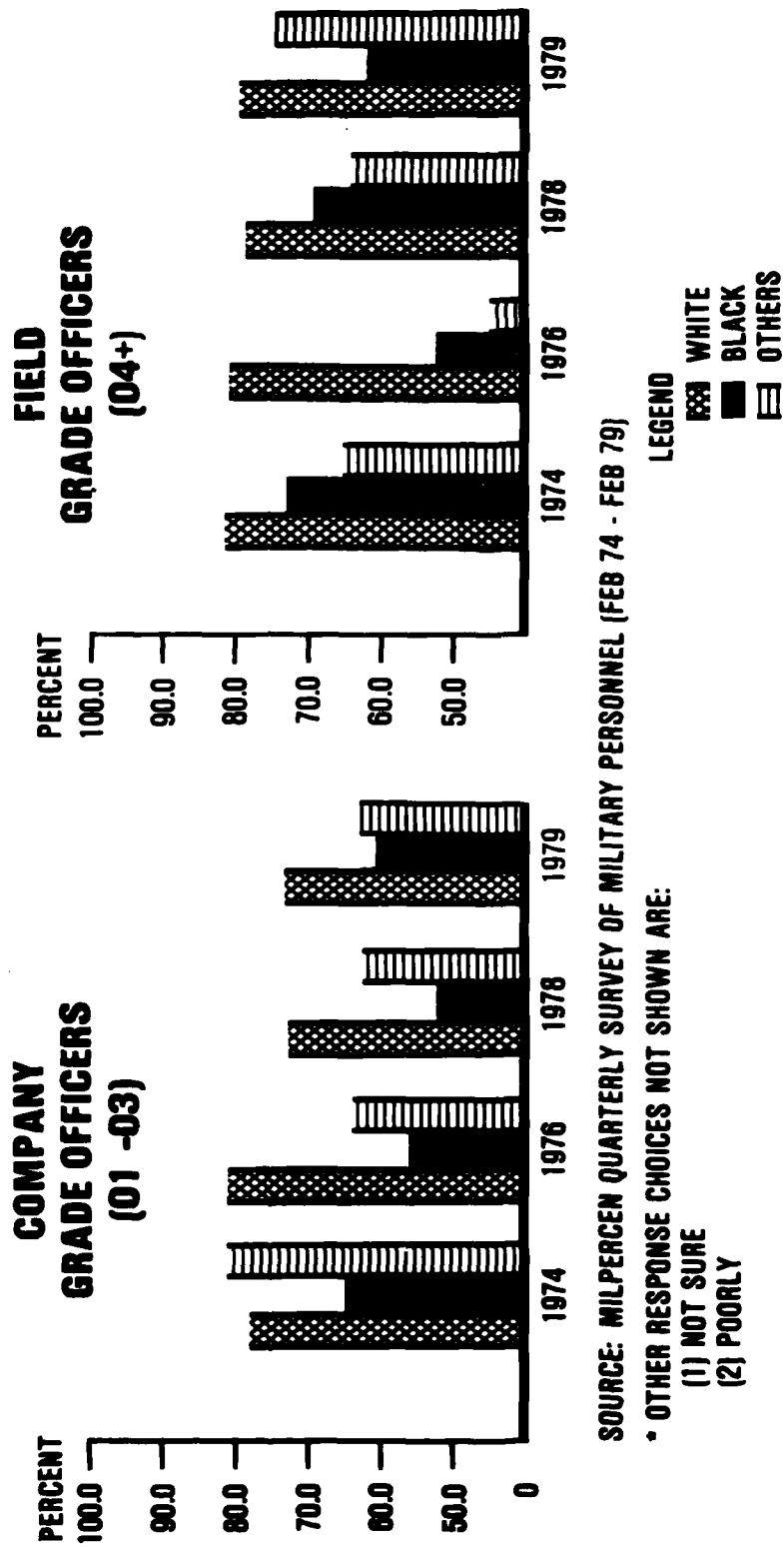
**QUESTION: THE GREATEST PERSONNEL PROBLEM IN MY UNIT.....
(PERCENT WHO RESPONDED "RACE PROBLEMS")**



SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 74 - FEB 79)

**QUESTION: HOW WELL IS EQUAL OPPORTUNITY PROGRESSING IN
YOUR UNIT?**

(PERCENT WHO RESPONDED "WELL")*

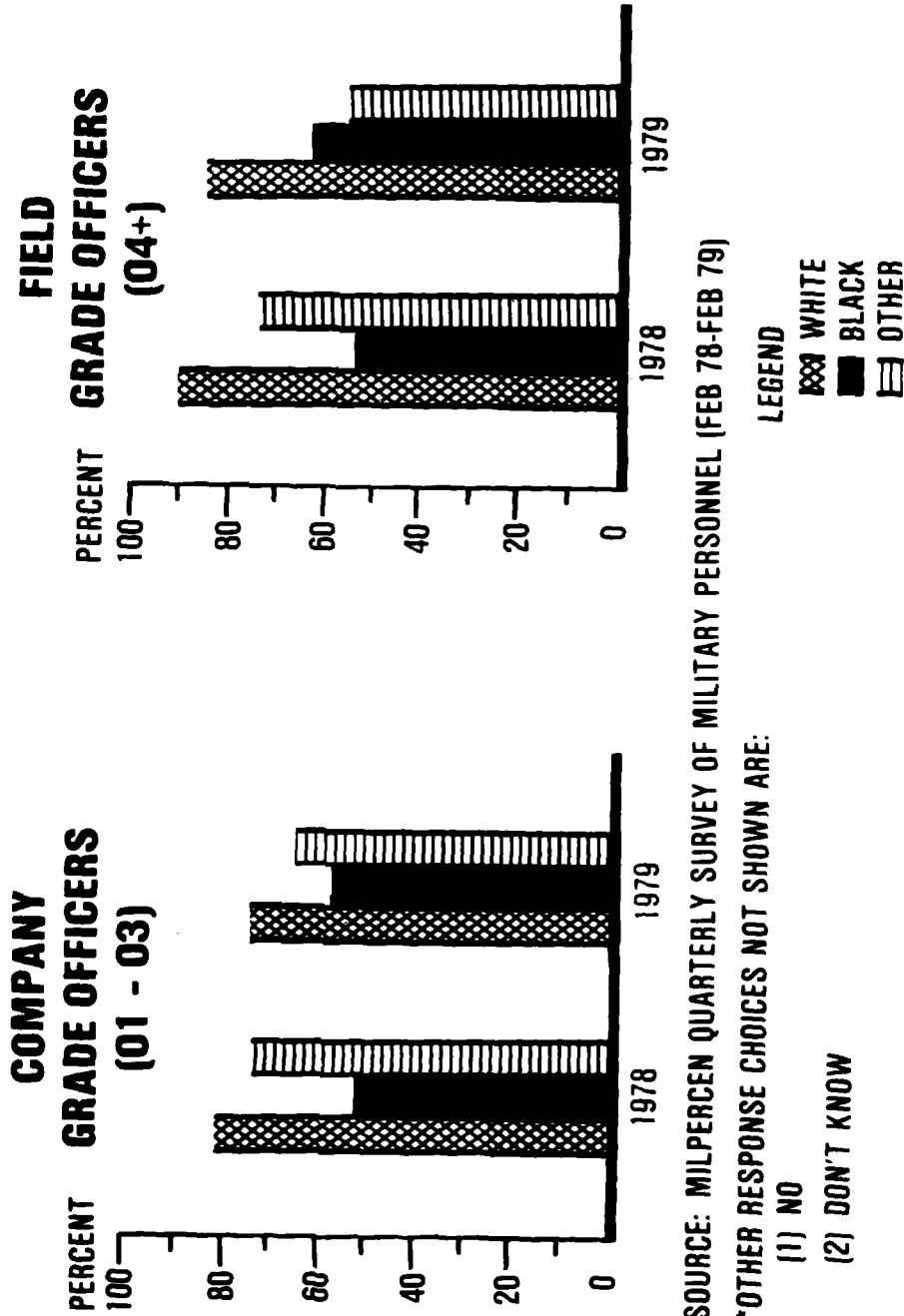


SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 74 - FEB 79)

* OTHER RESPONSE CHOICES NOT SHOWN ARE:

- (1) NOT SURE
- (2) POORLY

**QUESTION: DOES YOUR CHAIN OF COMMAND ENSURE THAT YOU RECEIVE
A FAIR AND OBJECTIVE EFFICIENCY REPORT FREE OF
DISCRIMINATION?
(PERCENT WHO RESPONDED "YES")***



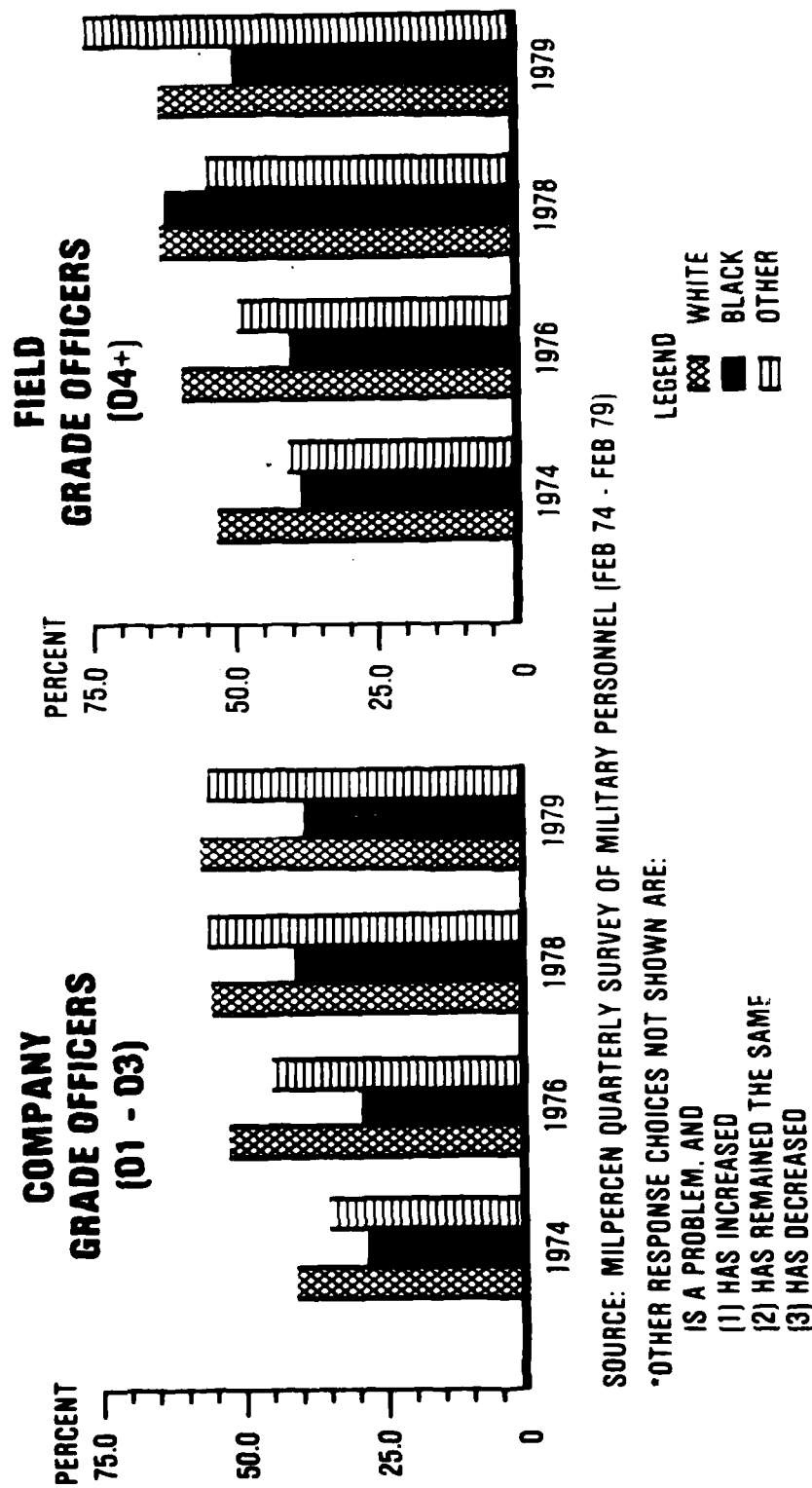
SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 78-FEB 79)

*OTHER RESPONSE CHOICES NOT SHOWN ARE:

(1) NO

(2) DON'T KNOW

**QUESTION: RACIAL TENSION AND CONFRONTATION IN MY UNIT
IS NOT A PROBLEM* (PERCENT OF RESPONSES)**

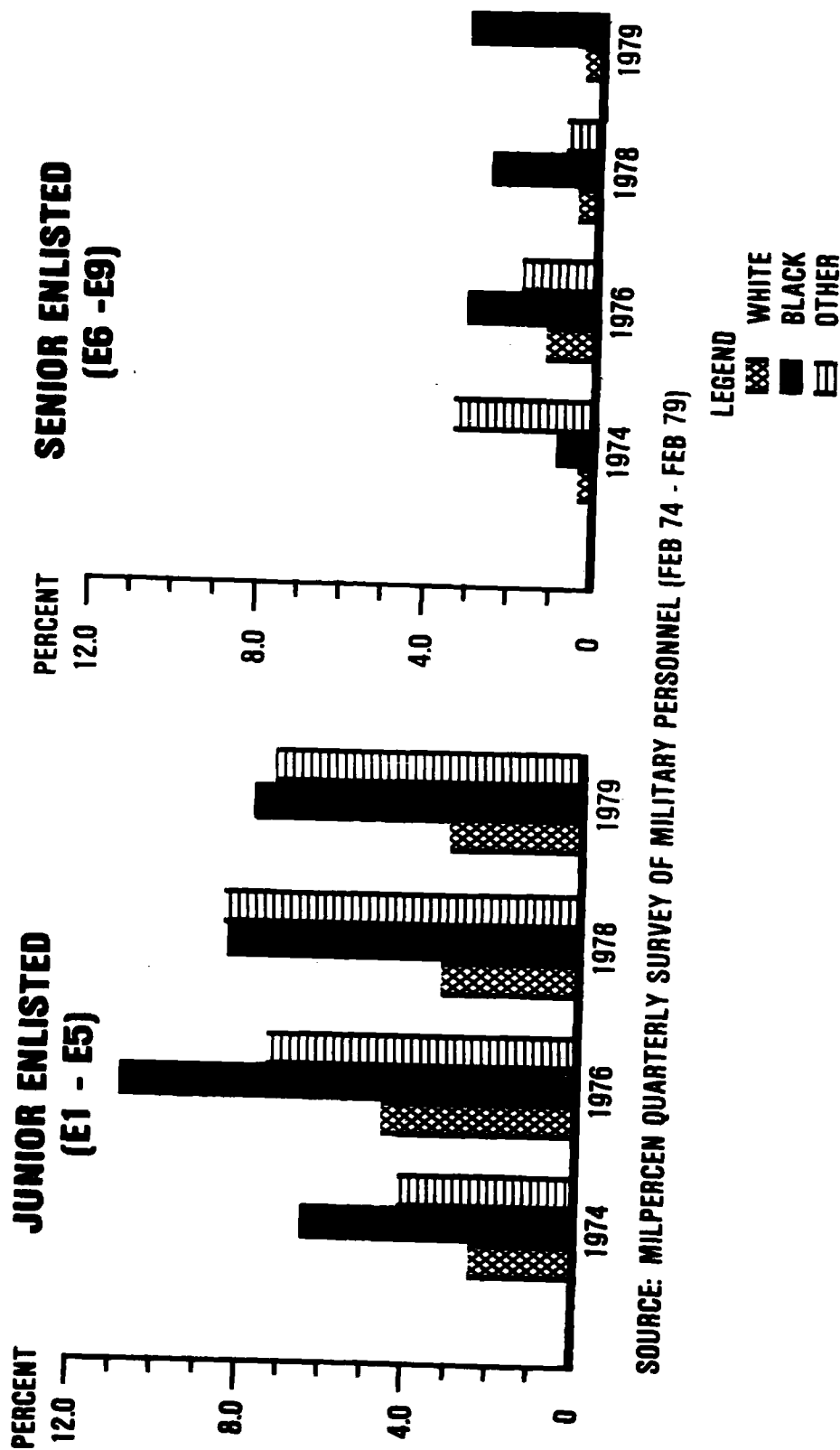


SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 74 - FEB 79)

*OTHER RESPONSE CHOICES NOT SHOWN ARE:

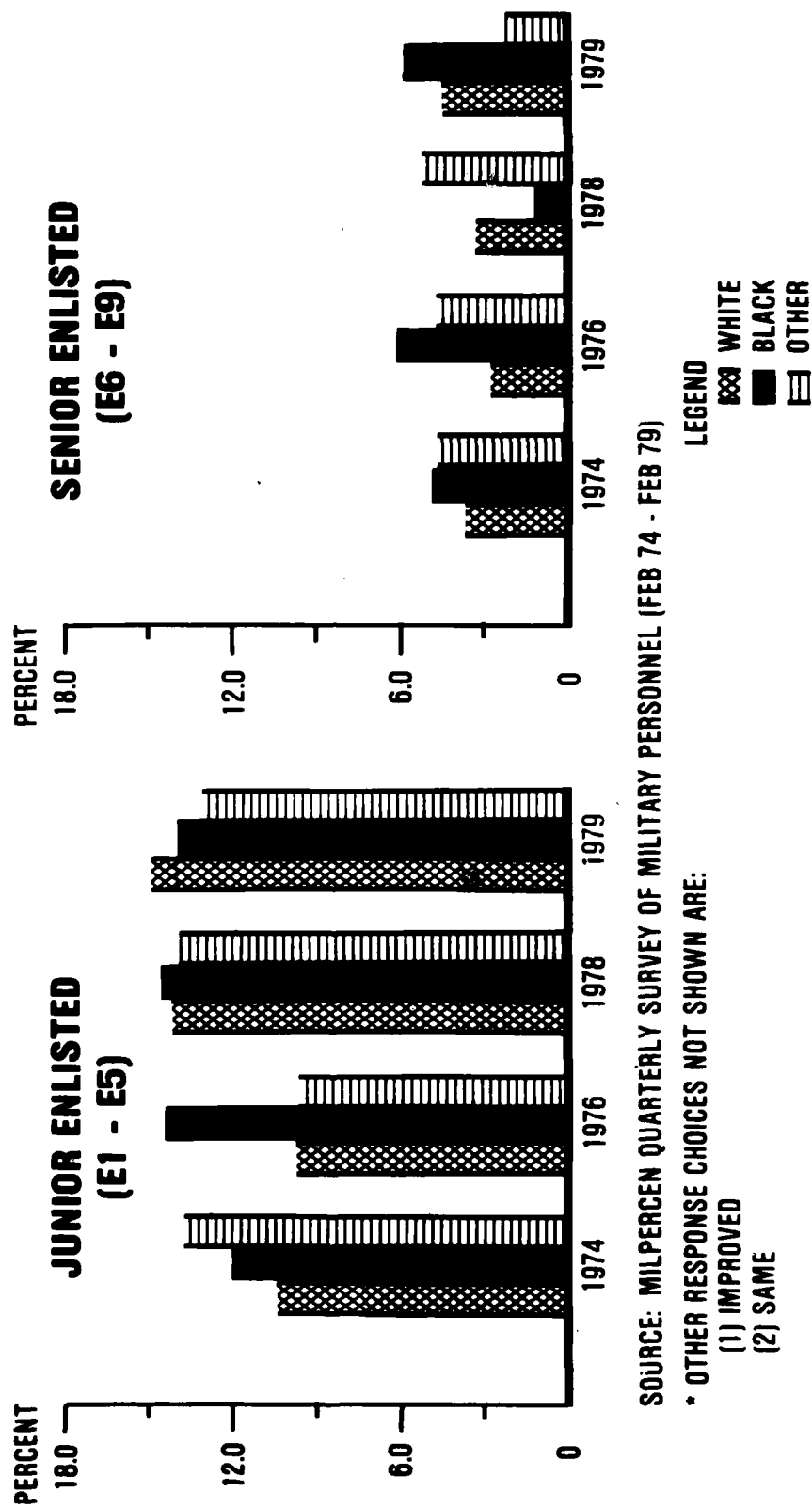
- IS A PROBLEM, AND
- (1) HAS INCREASED
- (2) HAS REMAINED THE SAME
- (3) HAS DECREASED

**QUESTION: THE GREATEST PERSONNEL PROBLEM IN MY UNIT.....
(PERCENT WHO RESPONDED "RACE PROBLEMS")**



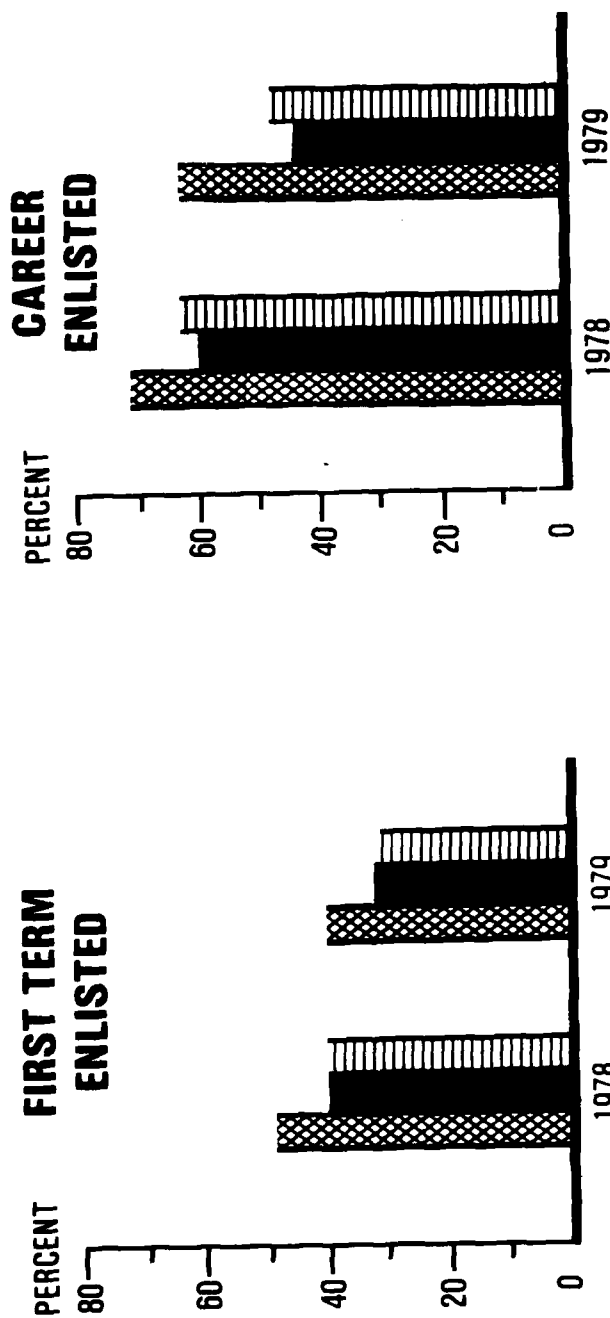
SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 74 - FEB 79)

QUESTION: OVER THE LAST SIX MONTHS, HAS THE RACIAL SITUATION IN YOUR UNIT IMPROVED OR GOTTEN WORSE? (PERCENT WHO RESPONDED "WORSE")



SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 74 - FEB 79)

**QUESTION: DOES YOUR CHAIN OF COMMAND ENSURE THAT YOU HAVE
EQUAL OPPORTUNITY FOR PROMOTION?
(PERCENT WHO RESPONDED "YES")***



SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 78-FEB 79)

*OTHER RESPONSE CHOICES NOT SHOWN ARE:

(1) NO

(2) DON'T KNOW

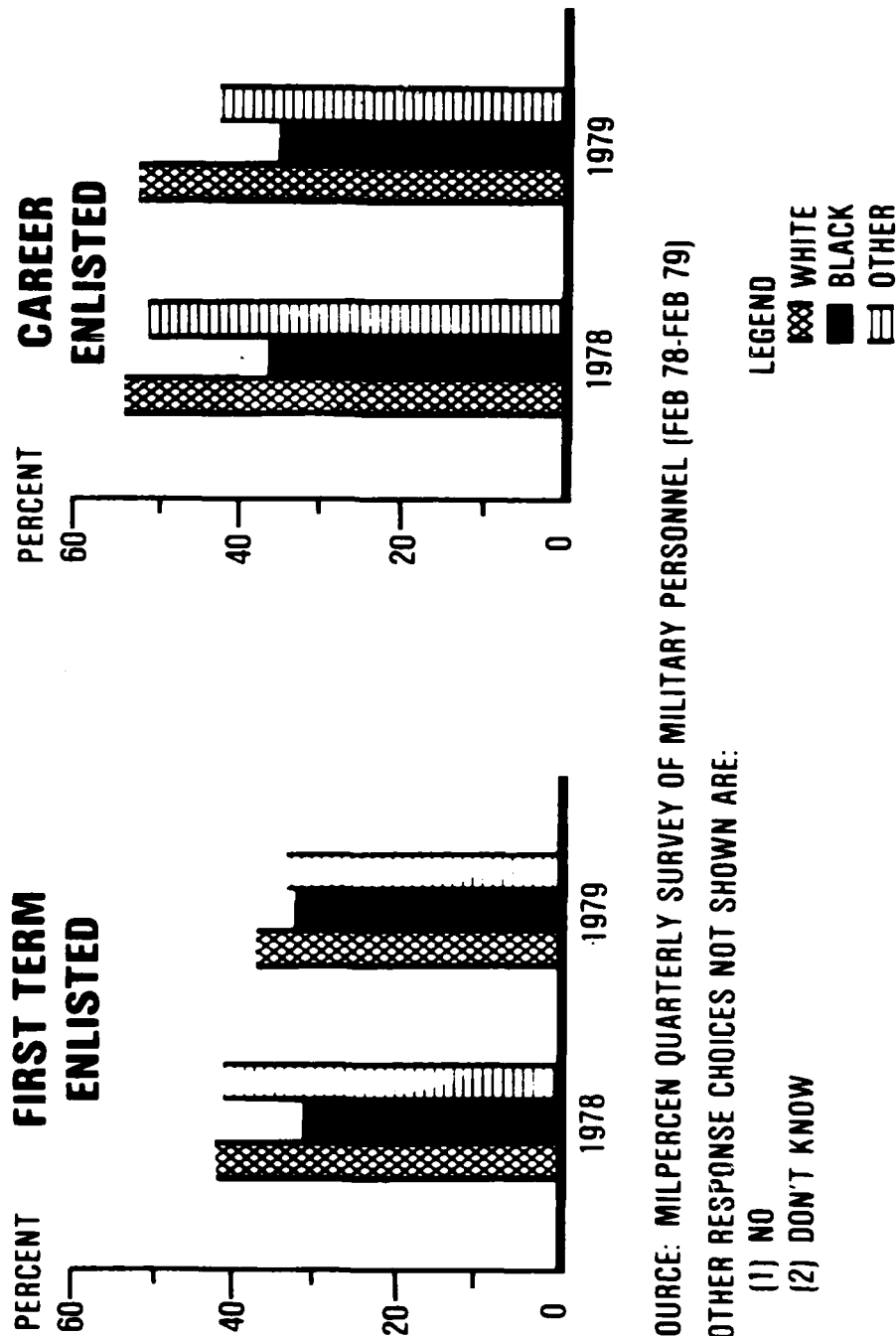
LEGEND

XXXX WHITE

■ BLACK

▨ OTHER

**QUESTION: IS MILITARY JUSTICE ADMINISTERED FAIRLY THROUGHOUT
YOUR UNIT?
(PERCENT WHO RESPONDED "YES")***



SOURCE: MILPERCEN QUARTERLY SURVEY OF MILITARY PERSONNEL (FEB 78-FEB 79)

*OTHER RESPONSE CHOICES NOT SHOWN ARE:

- (1) NO
- (2) DON'T KNOW

